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ABSTRACT

The fifth annual edition summarizes the projects funded by the Office of Manpower Research and Development (OMRD) that were ongoing or completed during the fiscal year ending June 30, 1975. In addition, reports and other significant publications funded by OMRD which were received during the previous two fiscal years are listed. Projects and publications presented in chapters 1 through 5 are arranged by subject: (1) manpower program planning and administration; (2) manpower programs and their specific populations; (3) manpower program services and techniques; (4) the labor market; and (5) manpower, economic, and social policies. However, manpower institutional, doctoral dissertation, and small research project grants are listed separately in chapter 6. Added to the 1975 volume is chapter 7, containing entries that represent a research program that is international in focus. The appendix contains guidelines for submission of proposals and the statutory language that outlines the goals and functions of the research and development program. Projects in the volume are indexed by contract and grant number, contractor and grantee organizations, individuals associated with contracts or grants, and research subject. (Author/RG)

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Manpower Research and Development Projects

U.S. Department of Labor
John T. Dunlop, Secretary
Manpower Administration
William H. Kolberg
Assistant Secretary for Manpower
1975 Edition

ED124769

CE007397

U S DEPARTMENT OF HEALTH, EDUCATION & WELFARE
NATIONAL INSTITUTE OF EDUCATION

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SOURCES OF REPORTS ON RESEARCH AND DEVELOPMENT PROJECTS

PLEASE READ CAREFULLY TO AVOID UNNECESSARY DELAYS IN OBTAINING REPORTS

This book lists projects completed during fiscal years 1973 through 1975. The supply of reports on these projects permits free distribution through the Manpower Administration only on a very limited basis. Accordingly, arrangements have been made for sale of the reports through two federally operated information storage and retrieval systems. These arrangements, as well as other sources of the reports and related publications, are indicated in the lists at the end of each section. The key to the abbreviations used there and instructions for obtaining the publication are as follows:

NTIS – National Technical Information Service. Copies are available in paper or in microfiche. Query NTIS directly for ordering information. National Technical Information Service, Operations Division, Springfield, Va. 22151. Telephone: 703/321-8543.

GPO – Government Printing Office. Inquire directly for price. Send order with required remittance to Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402.

MA – Manpower Administration. Single copies free upon request to U.S. Department of Labor, Manpower Administration, Office of Manpower Research and Development, Washington, D.C. 20213, as long as they are available.

ERIC – Educational Resource Information Center. Address requests directly to ERIC Document Reproduction Service, LEASCO Information Products, Inc., P.O. Drawer O, Bethesda, Md. 20014.

Reports funded through dissertation research grants (listed in ch. 6) can sometimes be purchased from University Microfilms, Inc., 300 North Zeeb Road, Ann Arbor, Mich. 48102, as well as from NTIS.

Other sources are indicated for a few publications. Order from the specified source or, for books, from bookstores.

In addition, summaries of reports completed after this volume was prepared are available from the Manpower Administration's Office of Manpower Research and Development. Copies of the full reports are available for inspection in that office.

VT 102 922

CONTENTS

Page

Introduction i

Sources of Reports on Research and Development Projects iii

1. Manpower Program Planning and Administration 1

- A. Comprehensive Employment and Training Act Agency Planning 1
- B. Labor Market and Other Information Systems 5
- C. Manpower Agency Capabilities 12
- D. Research and Development, Evaluation, and Planning 18

2. Manpower Programs and Their Specific Populations 25

- A. Alcoholics and Drug Users 25
- B. Apprenticeship 26
- C. Engineers 28
- D. Prisoners, Offenders, and Ex-Offenders 29
- E. Racial and Ethnic Minorities 37
- F. Veterans 41
- G. Welfare Recipients and Other Unemployed 43
- H. Women 49
- I. Youth 51
- J. Miscellaneous 59

3. Manpower Program Services and Techniques 63

- A. Education 63
- B. Public Employment Programs 67
- C. Supported Employment 70
- D. Upgrading and Job Restructuring 73
- E. Worker Assessment and Orientation 81
- F. Other Supportive Services for Workers/Trainees 85

4. The Labor Market 89

- A. Labor Force, Labor Market, Labor Demand – General 89
- B. Labor Force, Labor Market – Specific Sectors and Cohorts 96
- C. Employer Practices 110
- D. Worker Attitudes 114

5. Manpower, Economic, and Social Policies 119

6. Special Manpower Research Grants 124

- A. Manpower Institutional Grants 124
- B. Doctoral Dissertation Grants 128
- C. Small-Grant Research Projects 177

7. Manpower, Foreign Trade, and U.S. Investment Abroad 191

Appendixes

Page

A. Guidelines for Submission of Research and Development Proposals 201
  Contracts and Grants Under CETA 201
  Doctoral Dissertation Grants Under CETA 207
  Small-Grant Research Projects Under CETA 213
B. Conditions for Doctoral Dissertation Grants/Small-Grant Research Projects Under CETA 219
C. Excerpt from the Comprehensive Employment and Training Act of 1973, Sec. 311 229

Indexes

A. Index of Contract and Grant Numbers 233
B. Index of Contractor and Grantee Organizations 237
C. Index of Individuals Associated With Contracts or Grants 241
D. Index of Research Subjects 249

INTRODUCTION

The fifth annual edition of *Manpower Research and Development Projects* summarizes the projects funded by the Office of Manpower Research and Development (OMRD) of the Manpower Administration. It includes all projects active at the end of fiscal year 1975 on June 30, 1975, and all those completed during that year. In addition, it lists reports and other significant publications funded by OMRD which were received during the previous 2 fiscal years.

The book is published under the authority of the Comprehensive Employment and Training Act (CETA) of 1973. Under CETA, funds for manpower programs are distributed to "prime sponsors," primarily local governments or States acting for less populous jurisdictions, to plan and administer programs tailored to the specific needs and circumstances of their own unemployed and underemployed residents. Among the activities specified in CETA are the responsibility, assigned to the Federal Government, to conduct "a comprehensive program of manpower research" and "a program of experimental, developmental, demonstration, and pilot projects . . . for the purpose of improving techniques and demonstrating the effectiveness of specialized methods in meeting the manpower, employment, and training problems." The research and development program is authorized by sec. 311 of CETA, which is reprinted in the appendix.

The Office of Manpower Research and Development intends to make the contents of this book as accessible as possible. Accordingly, the book includes a set of "descriptors" with each entry. These are indexing terms, whose purpose is to give the reader a quick summary of the subjects about which information may be found in the project or publication. The descriptors are also used to construct the subject matter index.

As in last year's book, the projects and publications presented in chapters 1 through 5 are grouped by subject matter. However, manpower institutional, doctoral dissertation, and small research project grants are listed separately in chapter 6. This arrangement underlines the fact that they represent a separate special program whose major focus is on developing manpower knowledge among researchers and academicians, encouraging academic institutions to provide training for staffs of manpower programs, and strengthening the research community from which the Manpower Administration draws information for policy planning. Chapter 7 has been added to this year's volume. The entries it contains represent a research program that is international in focus. This program is funded by OMRD and is administered with respect to content by the Bureau of International Labor Affairs of the Department of Labor.

It is hoped that the book's organization will be useful to those who consult it as a help to understanding manpower processes; to formulating social and economic policy; to planning, administering, and conducting manpower programs; and to training staff personnel who administer manpower programs.

Comments from readers and suggestions for improvements will be welcomed; they should be addressed to the Manpower Administration, Office of Manpower Research and Development, Washington, D.C. 20213.

For persons who are interested in submitting proposals for research and development projects, the appendix contains guidelines for submission of proposals (no application form is needed) and the statutory language that outlines the goals and functions of the research and development program. Those who wish to submit proposals are urged to study the appendix thoroughly before doing so.

1. MANPOWER PROGRAM PLANNING AND ADMINISTRATION

1A. COMPREHENSIVE EMPLOYMENT & TRAINING ACT AGENCY PLANNING

1-001 An Analysis of the Pilot Comprehensive Manpower Programs

CENTER FOR GOVERNMENTAL STUDIES
WASHINGTON, D.C.

Grant 21-11-73-44
Project completed fiscal year 1974

PILOT COMPREHENSIVE MANPOWER PROGRAM IMPLICATIONS OF ITS EXPERIENCES FOR LOCAL AND STATE MANPOWER ORGANIZATIONS

Everett Crawford and Howard W. Hallman
October 1973

Report Descriptors. COOPERATIVE AREA MANPOWER PLANNING SYSTEM (CAMPS); MANPOWER PROGRAM REFORM; METROPOLITAN AREAS; MODELS; SERVICE DELIVERY SYSTEMS; NONMETROPOLITAN AREAS; PRIME SPONSORS (CETA); STATE AND LOCAL GOVERNMENTS; NEW MEXICO, ALBUQUERQUE; NEBRASKA, OMAHA; CONNECTICUT, HARTFORD; UTAH

NTIS PB224737/AS

1-002* Cooperative Dispersed Urban Area Manpower Planning for Nonmetropolitan Populations

CENTER FOR ECONOMIC DEVELOPMENT, THE UNIVERSITY OF TEXAS
AUSTIN, TEX.

Dr. Niles M. Hansen

Grant 21-48-75-02
Project still in progress

Descriptors. COMPREHENSIVE MANPOWER PLANNING; NONMETROPOLITAN AREAS; SERVICE DELIVERY SYSTEMS; INTERAGENCY RELATIONS; COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (CETA); COMMUTING; JOB LOCATION

This study is comparing nonmetropolitan areas with nearby standard metropolitan statistical areas (SMSA's) in terms of commuting and migration patterns, training programs, job information channels, and cooperation among agencies. These comparisions are being made to determine ways nonmetropolitan areas can significantly improve the operation of their labor markets using the urban labor markets as a model. Equally important is the cooperation among the governments of these small cities and towns. A consortium of cities and towns whose total population numbers at least 100,000 can qualify for direct Federal manpower assistance under the Comprehensive Employment and Training Act (CETA) of 1973.

A set of 49 nonmetropolitan multicounty areas has been selected. The selection process was based on the following criteria: (1) The counties are not within commuting distance of a metropolitan area; (2) the places within an area are within commuting distance of each other; and (3) the area has a population of over 100,000. Forty-one variables have been selected and each area is being analyzed according to these variables.

Data from this study will be used to formulate recommendations concerning how groups of smaller cities and towns can become functional cooperative organizations for manpower planning.

1-003* Development of a Decisionmaking Matrix and Resource Allocation Model for the Bridgeport Labor Market Area

OFFICE OF THE MAYOR, CITY OF BRIDGEPORT
BRIDGEPORT, CONN.

Jane Resnick, Project Director

Grant 21-09-74-35
Project still in progress

Descriptors. ASSESSMENT AND EVALUATION; AREA PLANNING; LABOR MARKET INFORMATION; COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (CETA); ECONOMIC ANALYSIS AND ECONOMETRICS; MATHEMATICAL MODELS; CONNECTICUT, BRIDGEPORT

The objective of this project is to develop, implement, and evaluate a manpower decisionmaking matrix and resource allocation model for the Bridgeport labor market area.

The project staff will: (1) Develop a manpower resource allocation model consonant with the Comprehensive Employment and Training Act of 1973 (CETA); (2) develop and test a decisionmaking matrix to enable manpower planners to weigh alternative strategies under various socioeconomic constraints; and (3) develop and test a methodology for measuring the effectiveness of the resource allocation and decisionmaking model and its value as an integral part of a local manpower planning process.

1-004* Development of a Model System of Manpower and Economic Indicators and Forecasts for Urban Labor Market Areas

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

MAYOR'S COUNCIL OF MANPOWER AND
ECONOMIC ADVISORS
CHICAGO, ILL.

Samuel C. Bernstein, Mayor's Office of Manpower

Grant 21-17-73-48
Project still in progress

Descriptors: ECONOMIC FORECASTING; ECONOMIC INDICATORS; MANPOWER PROJECTIONS; MODELS; URBAN AREAS; ILLINOIS; CHICAGO

This project is attempting to establish a local data system and a manpower and economic forecasting model to improve manpower and economic policy and planning in the Chicago city government. The data sets, methodological procedures, and organizational approaches developed should be applicable to urban markets generally.

Using existing data sources, the grantee is developing an economic indicator series to provide small-area urban data on population, labor force behavior and activity, and public and private investment.

These data will be directed especially at planning for CETA manpower programs.

The final report will discuss in detail the application of the indicator series to decisions in the manpower planning process.

1-005* FACILITATING MANPOWER AGENCIES' ABILITY TO ADOPT NEW PROCEDURES

MANPOWER SCIENCE SERVICES, INC.
ANN ARBOR, MICH.

Dr. Jesse E. Gordon and Dr. Harvey Bertcher

Grant 92-26-72-33 (formerly Contract 82-24-70-23)
Project still in progress

Descriptors: MANPOWER PROGRAM MANAGEMENT; UTILIZATION OF MANPOWER RESEARCH AND DEVELOPMENT; SERVICE DELIVERY SYSTEMS; SIMULATION; COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (CETA); PRIME SPONSORS (CETA); EMPLOYMENT SERVICE MANAGEMENT

The objectives of this project are to develop self-administered procedures that facilitate the use of R&D and other social science knowledge and to carry out these procedures and demonstrate their effects in manpower service delivery systems.

The procedures are developed in consultation with the staff of potential user agencies and are tested and refined in the field. In the current year, the project is testing a procedure that is designed to help CETA sponsors and local public employment service offices use R&D findings and other social science knowledge to solve operating problems.

Lessons learned to date are incorporated in a report, Putting Social Science Knowledge to Use in the Manpower System, which discusses: (1) The retrieval and organization of social science knowledge; (2) communications media; (3) dissemination practices; (4) ways to increase the capacity of manpower agencies to adopt new procedures. Self-instructional courses have been developed on imitation, simulation, and group leadership training.

A self-administered Local Office Decisionmaking and Implementation (LODI) procedure was developed and field tested during the past year. It is expected to be available for general use late 1975. Inquiries should be addressed to the Utilization Division, Office of Manpower Research and Development, Room 9112, 601 D Street, NW., Washington, D.C. 20213, or to Manpower Science Services, Inc., 1808 Hermitage Ave., Ann Arbor, Mich. 48104.

Most of the following reports are available also from Manpower Science Services, Inc.

ROLE MODELING, ROLE PLAYING—A MANUAL FOR VOCATIONAL DEVELOPMENT AND EMPLOYMENT AGENCIES

1973

Report Descriptors: ROLE PLAYING; VOCATIONAL GUIDANCE; EMPLOYMENT POLICY; ROLE MODELS; MANPOWER PROGRAM MANAGEMENT; HANDBOOKS

NTIS PB199840

IMITATION—SIMULATION TAPES AND WORKBOOK

1973

Report Descriptors: SIMULATION; COUNSELING AND GUIDANCE; ROLE PLAYING; AUDIOTAPES; INSTRUCTIONAL MATERIALS

GROUP LEADERSHIP TRAINING FILMS AND WORKBOOKS

1973

Report Descriptors: STAFF TRAINING; FILMS; INSTRUCTIONAL MATERIALS

PUTTING SOCIAL SCIENCE KNOWLEDGE TO USE IN THE MANPOWER SYSTEM: AN OVERVIEW REPORT

January 1974

Report Descriptors: UTILIZATION OF MANPOWER RESEARCH AND DEVELOPMENT; INTERSYSTEM LINKAGES; LITERATURE REVIEW

NTIS PB227360/AS

1-006* THE INTRODUCTION OF CETA IN BOSTON AND EASTERN MASSACHUSETTS

MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASS.
AND
NORTHEASTERN UNIVERSITY
BOSTON, MASS.

Dr. Charles A. Myers, MIT, and Dr. Morris A. Horowitz, Northeastern University

Grants 21-25-74-33 and 42-25-74-08
Project still in progress

Descriptors: ASSESSMENT AND EVALUATION, MONITORING OF CETA PROGRAMS; PRIME SPONSORS (CETA); PRIME SPONSORS' PLANNING COUNCILS; MANPOWER PROGRAM MANAGEMENT; MASSACHUSETTS, BOSTON

The objective of this project is to demonstrate the feasibility of using an outside organization to record and analyze the changes in manpower planning and programs occurring in Boston and eastern Massachusetts as the Federal manpower policy changes from centralization and categorization to decentralization and decategorization under the Comprehensive Employment and Training Act of 1973.

Project staff will: (1) Interview on a recurring basis the individuals responsible for manpower planning and the delivery of manpower services; (2) visit and observe the operations of the manpower institutions and programs; (3) collect and analyze data pertinent to the impact of the program; and (4) meet periodically with key manpower officials to discuss the findings and their implications for program planning and management.

1-007* MULTIPROJECT DEMONSTRATION OF MANPOWER DEVELOPMENT

NORTH CAROLINA MANPOWER DEVELOPMENT CORPORATION
CHAPEL HILL, N.C.

George B. Autry

Contract 82-37-71-47
Project still in progress

Descriptors: STATE MANPOWER SERVICES COUNCIL (CETA); DECATEGORIZATION, MANPOWER REVENUE SHARING; EMPLOYMENT SERVICE STAFF; SERVICE DELIVERY SYSTEMS; COOPERATIVE AREA MANPOWER PLANNING SYSTEM (CAMPS); NORTH CAROLINA

This project is developing and assessing the means by which a State can acquire further capability for the planning and delivery of manpower services. Activities focus primarily on: (1) The planning process and problems encountered in the implementation of CETA and (2) the potential of a model as a monitoring and research assistance arm for the region. Working with North Carolina's State planning officials and the staffs of the employment service, the U.S. Department of Labor, region IV, and selected local jurisdictions, North Carolina Manpower Development Corporation (NCMDC) will act both as a participant, providing local and regional assistance, and as an analyst, providing feedback to State and local agencies and to regional and national Manpower Administration offices. Additionally, NCMDC will provide detailed case studies of the processes utilized by local jurisdictions in shifting from categorical programing to manpower revenue sharing.

ALLOCATING MANPOWER FUNDS WITHIN A STATE

May 1973

Report Descriptors: STATE MANPOWER SERVICES COUNCIL (CETA); MANPOWER REVENUE SHARING, SERVICE DELIVERY SYSTEMS; MANPOWER NEEDS; DECATEGORIZATION; NORTH CAROLINA

MA

STATE AND LOCAL MANPOWER PLANNING UNDER ADMINISTRATIVE REVENUE SHARING

June 1974

Report Descriptors: COOPERATIVE AREA MANPOWER PLANNING SYSTEM (CAMPS); DECATEGORIZATION; SERVICE DELIVERY SYSTEMS, MANPOWER REVENUE SHARING; STATE MANPOWER SERVICES COUNCIL (CETA)

MA

CETA PRIME SPONSORSHIP IN NORTH CAROLINA

March 1974

Report Descriptors: CATEGORICAL MANPOWER PROGRAMS, PRIME SPONSORS (CETA); PRIME SPONSORS' PLANNING COUNCILS; MANPOWER PROJECTIONS; NORTH CAROLINA

MA

FINAL REPORT ON THE EMERGENCY EMPLOYMENT ACT OF 1971

November 1972

Report Descriptors: PUBLIC EMPLOYMENT PROGRAMS; EMERGENCY EMPLOYMENT ACT (1971)

MA

AN OVERVIEW OF THE MANAGEMENT AWARENESS PROGRAM

August 1973

Report Descriptors: COMPREHENSIVE MANPOWER PLANNING, MANPOWER PROGRAM MANAGEMENT; EMPLOYMENT SERVICE STAFF; SERVICE DELIVERY SYSTEMS; CATEGORICAL MANPOWER PROGRAMS

NTIS PB222916
ERIC ed 079612

MANAGEMENT AWARENESS PROGRAM INSTRUCTOR'S MANUAL

September 1973

Report Descriptors: ATTITUDES; INSTRUCTORS; MANAGEMENT TRAINING; MANPOWER UTILIZATION; MOTIVATION; BLACKS; PERSONNEL ADMINISTRATION; ENTRY-LEVEL EMPLOYEE PROBLEMS; SUPERVISION; INSTRUCTIONAL MATERIALS

NTIS PB223947/as

1-008 A PROPOSAL TO ASSESS IMPEDIMENTS TO A CLOSE ALLIANCE OF THE WORK INCENTIVE PROGRAM WITH PROGRAMS ADMINISTERED BY LOCAL PRIME SPONSORS, PURSUANT TO THE COMPREHENSIVE EMPLOYMENT AND TRAINING ACT OF 1973

LEGAL RESOURCES, INC.
WASHINGTON, D.C.

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

James L. Feldesman

Grant 21-11-74-31
Project completed fiscal year 1975

Descriptors: WORK INCENTIVE PROGRAM (WIN); COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (CETA); PRIME SPONSORS (CETA); INTERAGENCY RELATIONS

The objectives related to an investigation of threshold issues and problems associated with a close alliance between WIN and CETA. Specifically, the project sought to: (1) Find limitations imposed by Federal, State, and local law; (2) define constraints and problems; and (3) identify program limitations. The investigation included an examination of relevant literature, discussions with knowledgeable individuals, and onsite observations and investigations.

Basically, the report finds that a closer merger of CETA and WIN programs is feasible, although it finds certain systematic and mechanical differences between the two programs that make such a merger difficult. The report recommends that pilot or demonstration projects aimed at achieving a merger or closer coordination be undertaken and also recommends ways of surmounting the current impediments to such merger.

LEGAL AND ADMINISTRATIVE IMPEDIMENTS TO COOPERATION BETWEEN LOCAL SPONSORS OF WIN AND CETA PROGRAMS
January 1975

NTIS
MA

1-009 Relocation Assistance as a Component of a Comprehensive State and Local Manpower Program: Examination of Experience and Development of Planning Guides

UNIVERSITY OF UTAH
SALT LAKE CITY, UTAH

Grant 92-49-72-16
Project completed fiscal year 1974

CRUCIAL ELEMENTS IN MANPOWER PLANNING

James W. Sawyer
1974

Report Descriptors: COMPREHENSIVE MANPOWER PLANNING; STATE MANPOWER SERVICES COUNCIL (CETA)

1-010 Survey and Analysis of In-School NYC Programs

SYSTEMS RESEARCH INCORPORATED
LANSING, MICH.

Contract 42-26-72-09
Project completed fiscal year 1973

Selcuk Ozgediz
July 1973

Report Descriptors: YOUTH; YOUTH PROGRAMS; MANPOWER PROGRAM MANAGEMENT; NEIGHBORHOOD YOUTH CORPS (NYC); GUIDELINES FOR MANPOWER PROGRAMS

NTIS PB225578/AS

IN-SCHOOL YOUTH MANPOWER—A GUIDE TO LOCAL STRATEGIES AND METHODS
June 1973

Report Descriptors: YOUTH PROGRAMS; YOUTH; NEIGHBORHOOD YOUTH CORPS (NYC); GUIDELINES FOR MANPOWER PROGRAMS

NTIS PB224802/AS

1-011* The Transition to CETA in Ohio: An Analysis of Implementation

THE OHIO STATE UNIVERSITY
COLUMBUS, OHIO

Dr. Randall Ripley, Chairman, Department of Political Science

Grant 21-39-75-10
Project still in progress

Descriptors: ASSESSMENT AND EVALUATION; MONITORING OF CETA PROGRAMS; PRIME SPONSORS (CETA); PRIME SPONSORS' PLANNING COUNCILS; MANPOWER PROGRAM MANAGEMENT; OHIO

This research study is analyzing the performance of State and local officials and the various organizational arrangements in which these official were involved as they made implementation decisions during the first and second years of the Comprehensive Employment and Training Act of 1973 (CETA).

Project staff are: (1) Conducting both structured and open-ended interviews with State and local manpower officials and others concerned with CETA activities; (2) observing relevant meetings, such as those of Manpower Planning Councils; and (3) collecting and analyzing political, economic, and social data derived from public and manpower documents and obtained from the Bureau of Labor Statistics and the Bureau of the Census.

Study results are expected to include a basic descriptive map of political conflict and cooperation in Ohio, which is the setting for this study of the transition to CETA; a commentary on change in the descriptive map, plus a new benchmark against which CETA's first and second years of operation can be measured; a comparative examination of patterns of implementation and reasons for them; an examination of the role of the State in making implementation decisions; and recommendations on strategies that should prove useful in achieving CETA goals, such as increased program decategorization, increased responsiveness to local manpower needs, and reduction of conflicts that inhibit the delivery of manpower services.

1B. LABOR MARKET AND OTHER INFORMATION SYSTEMS

1-012 A CAREER INFORMATION SYSTEM FOR THE STATE OF OREGON

OREGON BOARD OF EDUCATION
SALEM, OREG

Bruce McKinlay

Contract 82-41-72-03
Project completed fiscal year 1975

Descriptors: CAREER CHOICE, OCCUPATIONAL CHOICE, CAREER INFORMATION SYSTEM, LABOR MARKET INFORMATION, VOCATIONAL GUIDANCE; OREGON

This project developed a model interagency Career Information System (CIS) to provide effective dissemination of current career and labor market information in forms meaningful to individual students and to clients of social agencies in the State of Oregon.

The contractor provided consulting services to assure that the information systems would be useful to agencies and that the information was integrated into instruction and counseling programs. Communication and cooperation links were developed between the CIS and participating agencies and schools.

The CIS arranged with the Oregon Employment Division and other information sources for participation by a wide variety of developers and users of labor market information (such as vocational and other educators, inner-city groups, and rural communities) which did not heretofore receive adequate occupational or other labor market information.

The project found that: (1) State agencies can greatly enhance the value of their occupational output by pooling their data; (2) increasing numbers of educators, counselors, and students will use pooled information on the world of work when it is made available in computerized format; and (3) it is possible to provide educators with indicators of student interest in particular occupational fields as an aid in developing appropriate course offerings.

The project is now State and locally funded and is serving as a model for the Manpower Administration's new National Occupational Information System (NOIS).

DEVELOPING A CAREER INFORMATION SYSTEM: THE MANPOWER INFORMATION CLEARINGHOUSE
March 1975

NTIS #PB241356/AS

1-013* COMPUTERIZED CHARTING FOR BENCHMARK ADJUSTMENT

REGION IX, MANPOWER ADMINISTRATION, U.S. DEPARTMENT OF LABOR
SAN FRANCISCO, CALIF
AND
LAWRENCE BERKELEY LABORATORY
BERKELEY, CALIF

Walter Postle, Chief, Manpower Data and Analysis, Region IX

Agreement 20-06-75-16
Project still in progress

Descriptors: EMPLOYMENT; LABOR MARKET INFORMATION; COMPUTER SYSTEMS; CALIFORNIA; NEVADA; ARIZONA; WASHINGTON; OREGON; IDAHO; ALASKA; HAWAII

This project is designed to demonstrate the use of computerized graphic techniques for establishing annual benchmarks for the monthly employment series, Employees on Payrolls of Nonagricultural Establishments by Industry (BLS 790 Series). The project will apply these techniques on a regional and State basis, utilizing the computer facility at the Lawrence Berkeley Laboratory (LBL) and data collected by the Unemployment Insurance Service in connection with establishment reports on the unemployment insurance program (ES202 Series).

Specifically, the project will develop and test the feasibility of: (1) Using graphic computer techniques as a tool in editing procedures, in establishing benchmarks, and in publishing employment data; (2) applying procedures to improve data quality and accelerate benchmark and publication processes; and (3) improving forecasting and estimation methods for industries in which the BLS sample is inadequate.

The eight states in Regions IX and X will provide necessary ES 202 and BLS 790 tapes to LBL. LBL will use its computer capability and statistical techniques to improve the benchmark tools, to eliminate manual matching of firms, and to provide computerized charts for State and local areas.

1-014* THE CONCEPTUAL FOUNDATIONS OF A LABOR MARKET INFORMATION SYSTEM

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Dr. Eli Ginzberg, Conservation of Human Resources Project

Grant 21-36-73-47 (formerly Contract 71-34-70-04)
Project still in progress

Descriptors: LABOR MARKET INFORMATION; HUMAN RESOURCE DEVELOPMENT POLICY; COST EFFECTIVENESS

This project covers a series of studies that seek to provide inputs for a comprehensive labor market information system and to develop recommendations with respect to labor market information that would help the Department of Labor meet its responsibilities under section 106 of the Manpower Development and Training Act, as amended in 1968, and continued in force under the Comprehensive Employment and Training Act. Under this project, four separate studies have been undertaken.

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

1-014A* The Metropolitan Labor Market: New York

Descriptors: LABOR MARKET INFORMATION; INFORMATION SYSTEMS; VOCATIONAL EDUCATION; CORRECTIONS; MANPOWER SERVICES INFORMATION; STUDENTS; EMPLOYER MANPOWER PLANNING; CURRICULUMS; NEW YORK, NEW YORK

This study examines the role, use, and function of labor market information in an urban environment in order to explore the ways in which this information enters into the decisionmaking process of governments, educational institutions, and correctional institutions.

The study is composed of a set of three interrelated investigations. The first explores the use of labor market information by New York City's correctional institutions as well as the linkage between the labor market experiences of former offenders and labor market information used by them. The second investigation focuses on the use of labor market information by educational and training institutions and furnishes an analysis of the role of labor market information in the determination of skill and curriculum requirements specified by the city's institutions. The third probe examines the manner in which labor market information enters into the decisionmaking process of employers, labor unions, and the city's manpower planners.

With respect to ex-prisoners, the researchers concluded that improved labor market information can make, at best, a minimal contribution. The real need is for expanded employment services linked to suitable jobs in the public and private sector. In the educational area, the use of labor market information and guidance for students has also had a minor impact. The New York State employment service cannot give reliable information concerning the type and number of job openings available to students; thus school officials rely heavily on their own sources for clues about jobs available to graduates in different fields. The authors also noted that individual students typically seek guidance for their career plans largely from friends and family members.

The role of information in the decisionmaking process is somewhat marginal since many decisions lie within the political arena, and the important factors here are the interests and goals of the groups involved.

1-014B* The Labor Market: An Information System

Boris Yavitz and Dean W. Morse with Anna B. Dutka
1971

Report Descriptors: INFORMATION SYSTEMS; LABOR MARKET INFORMATION; LABOR MARKET AREAS; PUBLIC EMPLOYMENT SERVICE; COMPUTER SYSTEMS; DATA SOURCES AND USE
Praeger Publishers, New York, N.Y., 1973

1-014C* Better Budgeting for Human Resource Programs

Descriptors: HUMAN RESOURCES; HUMAN RESOURCE DEVELOPMENT POLICY; WELFARE PROGRAMS; TRAINING EFFECTIVENESS AND IMPACT; HEALTH CARE; COST EFFECTIVENESS; SUPPORTIVE SERVICES; SERVICE DELIVERY SYSTEMS; JOB PERFORMANCE; NEW YORK, NEW YORK

This study seeks to develop output measures for human resource programs in New York City and apply these measures to budgetary decisions.

The study will utilize four human resource development programs for a determination of the extent of data available for program output measurement. Interviews with municipal officials and an examination of the ways in which operating data are generated and collected will be undertaken. Suggestions will be made for the improvement of output measures. Four working papers will be developed for presentation to the supervisory agencies of the service programs recommending better procedures for analyzing the 1975 budget for the City of New York.

1-014D* Where Have All the Dollars Gone?: Public Expenditure for Human Resource Development in New York City 1961-1971

Charles Brecher
June 1974

Report Descriptors: HUMAN RESOURCES; HUMAN RESOURCE DEVELOPMENT POLICY; WELFARE PROGRAMS; TRAINING EFFECTIVENESS AND IMPACT; HEALTH CARE; INFLATION; COST EFFECTIVENESS; FISCAL POLICY; EFFECTIVENESS OF PROGRAMS; NEW YORK, NEW YORK
Praeger Publishers, New York, N.Y.

1-015* Demonstrating, Validating, and Refining a Systematic Method by Means of Which the Labor Exchange Role of the Federal-State Employment Service Can Be Compared to the Labor Exchange Role of Classified Help Wanted Ads

OLYMPUS RESEARCH CORPORATION
WASHINGTON, D.C.

Miriam Johnson

Grant 21-11-74-28
Project still in progress

Descriptors: LABOR MARKET INFORMATION; LABOR MARKET BEHAVIOR; NEWSPAPER ADVERTISEMENTS; PUBLIC EMPLOYMENT SERVICE; JOB LISTING

The project will: (1) Test, validate, and refine a previously developed technique for comparing employment service (ES) open job orders and want ads; (2) develop and test a methodology for comparing new jobs in both systems; and (3) apply both techniques in an analysis of ES versus want ad penetration in the labor markets of each of 12 cities.

Employment service job orders remaining open at the end of each month for a 12-month span of time will be coded and compared with corresponding newspaper editions to produce 12 snapshots of the stock of job opportunities in each system. In addition, new jobs listed in each system for each day through 6 continuous weeks will be coded and compared to produce a longitudinal picture of the flow of new job openings.

GPO – report is available from Government Printing Office.
MA – report is available from Manpower Administration.
See page iii for further information about ordering reports.

1-016* DEMONSTRATION PROJECT FOR THE ESTABLISHMENT OF A DOMESTIC CLEARINGHOUSE AND INFORMATION NETWORK ON PRODUCTIVITY AND QUALITY OF WORKING LIFE

WORK IN AMERICA INSTITUTE, INC.
NEW YORK, N.Y.

Grant 21-36-75-17
Project still in progress

Descriptors: BIBLIOGRAPHIES; BUREAUCRACY; SOCIAL SCIENCES, EMPLOYMENT; JOB PERFORMANCE; WORK ATTITUDES; JOB SATISFACTION; MOTIVATION; CAREER PATTERNS; PRODUCTIVITY; INFORMATION SYSTEMS; INCENTIVES; SUPERVISION

The network and clearinghouse will be designed to provide channels of communication (1) between those with knowledge of successful or innovative methods of compensation, organization of work and worktime, matching of workers and jobs, or other approaches to more effective utilization of human resources and employers (government or nongovernment) and unions that want to improve their productivity and the quality of working life and (2) among experts and experimenters in the field, to minimize duplication of effort and to maximize interchange of technical knowledge.

The network will: (1) Locate and learn about efforts to redesign work, increase productivity, or change other aspects of working life; (2) obtain information about the success or lack of success and the costs and benefits of various approaches and experiments and the barriers to adapting them to different conditions; (3) disseminate information rapidly to interested unions and employers and assist them in using it; (4) facilitate interchange of information and ideas among universities, individual experts, and employers and unions; and (5) serve the technical information needs of the public, private, and nonprofit sectors and develop special information of particular value to each.

1-017* THE DEVELOPMENT AND ASSESSMENT OF AN EXPERIMENTAL FULL-TIME EMPLOYMENT SERVICE FOR AGRICULTURAL ECONOMISTS

AMERICAN AGRICULTURAL ECONOMICS
ASSOCIATION
LEXINGTON, KY.

Dr. Loys L. Mather, Department of Agricultural Economics, University of Kentucky

Grant 21-21-73-42
Project still in progress

Descriptors: AGRICULTURAL ECONOMISTS; JOB MATCHING; COMPUTER SYSTEMS

The project aims to improve access to the employment market for agricultural economists and employers. It would facilitate placement activities by providing potential employers with profiles of individuals selected from the entire membership of the American Agricultural Economics Association and their characteristics or specialties. Through a computerized job matching system, agricultural economists, both new entrants and those with experience, will be exposed to a much larger job market and have greater options concerning employment decisions.

The project, a joint venture of the American Agricultural Economics Association and the Illinois Bureau of Employment Security, will be divided into three phases—development, implementation, and operation, and assessment. The initial phase involves development, testing, and implementation of computer programs necessary for a job matching employment service. Efforts will be devoted to identifying employee and professional clientele, informing them of the nature of the new service, and developing profiles of members of the association. The model will be critically assessed after a year of operation in terms of the number and characteristics of the employers and jobseekers brought into the system, advantages and deficiencies of the model, job penetration resulting from the new service, and costs of operation.

1-018* DEVELOPMENT OF AN OPPORTUNITY PROGRAM MANPOWER INFORMATION SYSTEM

WATTS LABOR COMMUNITY ACTION COMMITTEE
LOS ANGELES, CALIF.

Parker C. Anderson

Grant 42-06-72-08
Project still in progress

Descriptors: INFORMATION SYSTEMS; COST EFFECTIVENESS; MONITORING OF CETA PROGRAMS; YOUTH PROGRAMS

This project is developing a management information system and related monitoring and assessment procedures for an NYC-type opportunity program sponsored by the Watts Labor Community Action Committee. The system will provide a means of: (1) Improving the program's accountability for performance and outcomes and (2) facilitating management activities to better the design and linkages of the complex of program services provided by this sponsor.

The grantee is: (1) Reviewing current practices and systems for program data, information, and recordkeeping; (2) identifying gaps and duplicative practices in selection of needed data and information for monitoring and assessing program operations and outcomes; (3) designing new data and monitoring instruments; (4) pretesting the efficiency of the new system; and (5) providing staff development and other activities relating to the institutionalization of the new system.

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

1-019* The Development of a Regional Computer-Based Management Information System

REGION IX, MANPOWER ADMINISTRATION, U.S. DEPARTMENT OF LABOR
SAN FRANCISCO, CALIF.
AND
LAWRENCE BERKELEY LABORATORY
BERKELEY, CALIF.

Walter Postle, Chief, Manpower Data and Analysis, Region IX

Agreement 20-06-75-08
Project still in progress

Descriptors: INFORMATION SYSTEMS; LABOR MARKET INFORMATION; REGIONAL OFFICE OF MANPOWER ADMINISTRATION; MANPOWER SERVICES INFORMATION; CALIFORNIA; NEVADA; ARIZONA; HAWAII

Research and analytical organizations at various levels of government have had significant problems in accessing and interrelating the Employment Security Automated Reporting System (ESARS) and other data files and in analyzing data of interest on regional, State, and local bases. This project is designed to test the proposition that a large, modern computer facility can make a substantial contribution to the management of manpower programs through the application of advanced computer science. The project will develop an integrated, easily accessed data base. The data base can be used to produce administrative reports that combine, in a variety of formats, information from ESARS, from other program reporting systems, and from socioeconomic-demographic data files. Successful techniques are expected to be of value to U.S. Employment Service and to other regional offices.

Through the use of equipment at the Lawrence Berkeley Laboratory (LBL), the project will develop for Region IX of the Manpower Administration, under the guidance of regional and national advisory panels: (1) Management reports and tools for use at the local, State, and regional levels to directly support Manpower Administration executive decisionmaking and (2) computer-based tools for research into manpower programs and policy options. Much socioeconomic-demographic and ESARS data are already on line, and experiments are underway at State, regional, and national levels to access and edit the data system, to add more data sets, and to experiment with new forms of reports.

1-020 Experimental Implementation of a Computer-Based Labor Information and Job Dispatching System for the Construction Industry

JOINT CENTER FOR URBAN STUDIES, HARVARD UNIVERSITY AND MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASS.

Dr. D. Quinn Mills, Dr. Ken Mericle, and Edward A. Markowitz

Contract 71-25-72-06
Project completed fiscal year 1975

Descriptors: CONSTRUCTION INDUSTRY; LABOR MARKET INFORMATION; JOB MATCHING; COMPUTER SYSTEMS; DATA SOURCES AND USE

The purpose of this project was to produce a computerized construction employment recordkeeping and labor market information (LMI) system that industry participants could afford and would use. Widespread use of such a system would facilitate aggregation of multiregional and national industry statistics.

In the experiment, a computer-based LMI system was installed and operated in selected construction industry trades in the Boston and Vermont labor markets. The introduction of computer operations provided faster, more accurate information with no loss of privacy. The experiences of this experimental approach were compared to those of other attempts to systematize construction industry LMI, and an analysis was made to determine the general applicability of the working model to the information needs of the construction industry.

The project report discusses the costs of establishing and operating the LMI system, patterns of labor mobility that computerization helped to detect, and the impact of computerization on overall labor market efficiency for the trades included in the experiment. The report concludes that technical and practical feasibility of the LMI system is dependent on the size of the local employment activity and on establishment of cooperative arrangements among workers and employers.

Dr. D. Quinn Mills, Edward A. Markowitz and Dr. Chester Fenton
September 1975
MA WILL BE AVAILABLE AT END OF SUMMER
Joint Center for Urban Studies, 50 Memorial Drive, Cambridge, Mass. 02139.

1-021 Feasibility of Determining Whether Classified Want Ads in Daily Newspapers Accurately Reflect Local Labor Markets and Help Employers and Jobseekers

OLYMPUS RESEARCH CORPORATION
WASHINGTON, D.C.

Grant 21-11-73-28
Project completed fiscal year 1974

John Walsh and Miriam Johnson
July 1973

Report Descriptors: EMPLOYMENT OPPORTUNITIES; LABOR DEMAND; JOB SEARCH; LABOR MARKET BEHAVIOR; LABOR MARKET INFORMATION; HIRING PRACTICES; NEWSPAPER ADVERTISEMENTS; CALIFORNIA, SAN FRANCISCO; UTAH, SALT LAKE CITY

NTIS PB237066/AS

CLASSIFIED HELP WANTED ADS: HOW MUCH HELP?

John Walsh and Miriam Johnson
June 1974

Report Descriptors: EMPLOYMENT OPPORTUNITIES; LABOR DEMAND; JOB SEARCH, LABOR MARKET INFORMATION; HIRING PRACTICES; NEWSPAPER ADVERTISEMENTS; CALIFORNIA, SAN FRANCISCO; UTAH, SALT LAKE CITY
MA MONOGRAPH FORTHCOMING

1-021A A Pilot Study to Compare Classified Want Ads in Daily Newspapers to Job Orders in the Employment Service.; CALIFORNIA, SAN FRANCISCO; UTAH, SALT LAKE CITY

FEASIBILITY OF DETERMINING WHETHER CLASSIFIED WANT ADS IN DAILY NEWSPAPERS ACCURATELY REFLECT LOCAL MARKETS AND HELP EMPLOYERS AND JOBSEEKERS

John Walsh and Miriam Johnson
April 1974

Report Descriptors: NEWSPAPER ADVERTISEMENTS; EMPLOYMENT OPPORTUNITIES; LABOR MARKET BEHAVIOR; LABOR MARKET INFORMATION, PUBLIC EMPLOYMENT SERVICE; OCCUPATIONAL CLASSIFICATION; PILOT STUDY; JOB LISTING, CALIFORNIA, SAN FRANCISCO; UTAH, SALT LAKE CITY
MA LIMITED QUANTITIES

1-022 Feasibility Study of a Computer-Based Manpower Information System for the Construction Industry

JOINT CENTER FOR URBAN STUDIES, HARVARD UNIVERSITY AND MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASS.

Contract 71-25-71-01
Project completed fiscal year 1973

Dr. D. Quinn Mills, Dr. John T. Dunlop, and Edward A. Markowitz
January 1973

Report Descriptors: CONSTRUCTION INDUSTRY; LABOR MARKET INFORMATION; COMPUTER SYSTEMS; FEASIBILITY STUDY; EMPLOYMENT PATTERNS

NTIS PB214104/AS
Also available from Alfred P. Sloan School of Management, MIT, 50 Memorial Drive, Cambridge, Mass. 02139.

1-023 Job Information Center

YONKERS PUBLIC LIBRARY
YONKERS, N.Y.

Grant 92-36-72-30
Project completed fiscal year 1974

Virginia M. Wolven and Nancy Johmann
December 1973

Report Descriptors: SELF-HELP FOR JOBSEEKERS; MANPOWER SERVICES INFORMATION; JOB SEARCH; LABOR MARKET INFORMATION; LIBRARIES; EMPLOYMENT OPPORTUNITIES; NEW YORK, YONKERS
Available from Yonkers Public Library, 70 South Broadway, Yonkers, N.Y. 10701.

1-024* Labor Market Information Systems and the Disadvantaged

MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASS.

Dr. Charles A. Myers

Grant 71-25-71-02
Project still in progress

Descriptors: LABOR MARKET BEHAVIOR; DISADVANTAGED; LABOR MARKET INFORMATION; DUAL LABOR MARKETS; RECRUITMENT; TRAINING PRACTICES

This project consists of several related investigations of the operation of the labor market as it affects the disadvantaged. One is an exploration of the ways in which disadvantaged persons gain access to job opportunities in the primary labor market—in large organizations offering steady employment, relatively high wages, and the prospect for further training and advancement—in contrast to the casual, low-paid, or dead end jobs available to them in the secondary labor market. Another is a study of the effectiveness of recruitment media used by large firms in the primary labor market. A third is analyzing the process of training and preparing disadvantaged minority persons for jobs in the primary labor market. Finally, studies of formal and informal referral in the building trades and of career patterns and labor market information flow in the beauty shop industry are being conducted through a subcontract with Harvard University.

Methods used include participant observation, surveys, interviews, and comparison of experimental and control groups.

1-025 Labor Market Information for Local Delivery of Manpower Services

DR. LOUIS L. LEVINE
WASHINGTON, D.C.

Contract 71-11-72-05
Project completed fiscal year 1973

Dr. Louis L. Levine
October 1972

Report Descriptors: LABOR MARKET INFORMATION; LABOR MARKET AREAS; SERVICE DELIVERY SYSTEMS

NTIS PB221314/AS

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

1-026* Measuring the Effectiveness of the Job Information Service of the U.S. Employment Service

CPI ASSOCIATES, INC.
WASHINGTON, D.C.

Dr. James Carper

Contract 20-11-75-49
Project still in progress

Descriptors: JOB INFORMATION SERVICE; PUBLIC EMPLOYMENT SERVICE; JOB PLACEMENT; UNEMPLOYMENT, JOB SEARCH; OCCUPATIONAL CHOICE

The primary purpose of this research project is to determine the effectiveness of the Job Information Service (JIS) in terms of the extent to which the JIS, as a separately delineated component of U.S. Employment Service (ES) operations, contributes to the ability or success of ES job-ready jobseekers to find jobs either through direct placement assistance or through an ES-improved ability to secure their own jobs.

The research project will also seek to determine, as feasible, the extent to which the information provided by JIS is needed by and useful to those ES users who are primarily interested in making career and occupational choices or plans.

In pursuit of these objectives, the contractor will: (1) Identify and visit a sample of local ES office sites which have full service JIS components and a sample of comparable sites which do not; (2) select an experimental group of JIS users and a control group of nonusers of JIS; (3) gather data by surveying the users and nonusers of ES service; and (4) analyze the data from the survey and onsite visits for the purpose of determining the effectiveness of the JIS. The contractor will also conduct a descriptive and definitional analysis of the JIS concept as it appears in its various forms throughout the country.

1-027* Pilot Clearance Project—Region III, Manpower Administration, U. S. Department of Labor

U.S. EMPLOYMENT SERVICE, U.S. DEPARTMENT OF LABOR
WASHINGTON, D.C.

Paul Corbin and Joseph Murta, Region III

Grant 20-11-74-20
Project still in progress

Descriptors: JOB BANK; INTERAGENCY RELATIONS, JOB SEARCH, COMPUTER SYSTEMS, INTERSYSTEM LINKAGES; PUBLIC EMPLOYMENT SERVICE; PENNSYLVANIA; VIRGINIA; WEST VIRGINIA

This project will develop a computerized interarea job clearance system for region III of the Manpower Administration to provide an effective method of exposing and extending job openings that originate in one part of the region to all areas within the region. It is expected that such a system will help alleviate substantial unemployment resulting from local, State, and national emergencies and would develop useful techniques and test procedures for an interregional clearance system capable of application on a national scale.

The project will utilize job banks throughout region III and will organize the exchange of job information among States and areas through a central processing agency using microfiche containing job characteristic information. The *Dictionary of Occupational Titles* will be the basis for describing jobs.

1-028 Planning and Conceptualization of a Labor Market Information System

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Contract 71-24-70-02
Project completed fiscal year 1974

ON THE FEASIBILITY OF A LABOR MARKET INFORMATION SYSTEM

VOL. 1, FINAL REPORT

Dr. Malcolm S. Cohen
June 1974

Report Descriptors: LABOR MARKET INFORMATION; JOB INFORMATION SERVICE; SYSTEMS DESIGN AND ANALYSIS; JOB LOCATION; COMPUTER SYSTEMS; PUBLIC EMPLOYMENT SERVICE; ECONOMIC ANALYSIS AND ECONOMETRICS; DATA SOURCES AND USE; MINORITIES; COLORADO, DENVER; MICHIGAN, DETROIT; WISCONSIN, MILWAUKEE

NTIS PB236259/AS

VOL. 2, APPENDIXES A-D (WORKING PAPERS RELATED TO MODELS)

Dr. Malcolm S. Cohen
June 1974

Report Descriptors: LABOR MARKET INFORMATION; MODELS, SIMULATION; UNEMPLOYMENT INSURANCE; WELFARE DEPENDENCY; MANPOWER SERVICES INFORMATION

NTIS PB236260/AS

VOL. 3, APPENDIXES E-M (MISCELLANEOUS WORKING PAPERS)

Dr. Malcolm S. Cohen
June 1974

Report Descriptors: LABOR MARKET INFORMATION; COMPUTER SYSTEMS; MANPOWER SERVICES INFORMATION; MINORITIES; DATA SOURCES AND USE; PILOT STUDY

NTIS PB236261/AS

1-029 Requirements and Design of a Labor Market Information System for a Large Metropolitan Area

UNIVERSITY OF CALIFORNIA, BERKELEY
BERKELEY, CALIF.

Contract 71-05-70-03
Project completed fiscal year 1973

Dr. Margaret Thal-Larsen, Stephen Laner, and Donald Mayall, Institute of Industrial Relations
November 1972

Report Descriptors: LABOR MARKET INFORMATION; JOB INFORMATION SERVICE; JOB SEARCH; SERVICE DELIVERY SYSTEMS; WAGES; LABOR DEMAND; MANPOWER PROJECTIONS; LABOR MARKET BEHAVIOR

NTIS PB213744/AS

1-030* A Study of On-Line Use of Job Information in Employment Service Local Offices

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Dr. Malcolm S. Cohen

Grant 21-26-74-21
Project still in progress

Descriptors: JOB MATCHING; JOB PLACEMENT; COMPUTER SYSTEMS; LABOR MARKET INFORMATION; COLORADO, BOULDER

The objective of this research has been to study the on-line use of computerized placement potential in a typical local employment service office. The employment officers in the Boulder, Colo. local office of the employment service were provided with a computer terminal and access to statewide job orders and local office applicants.

Results of the project thus far are:

(1) Employment service officers using the computer for applicant search were able to double the ratio of placements to referrals over the ratio obtained when applicants selected their own jobs from self-service microfiche readers. The placement ratio was higher when employment officers did manual searches of applicant files and when employment officers used microfiche to help applicants find a job. However manual search took 25 to 50 times longer than computer search and was not practical except in the case of special groups such as veterans or minorities that receive preferential treatment.

(2) The computer had little effect on encouraging geographic mobility or commuting. Not a single computer placement was made in the city of Denver, an hour's drive from Boulder. Very little use was made of the computer for finding jobs for applicants as contrasted with finding applicants for jobs. Self-service microfiche selection was used by jobseekers for Boulder referrals. A similar observation was made in Salt Lake City where a time study was conducted. Applicants selected their own jobs from the boards that listed jobs by occupational group. Very little time was spent by employment service officers helping applicants find jobs.

(3) From work completed to date, it was concluded that the computer can serve as a useful tool for employment counselors seeking to help employees with specific problems and as an aid in locating applicants as job orders are received. It can also cut down on manual file search and save on clerical costs and aid applicants in finding jobs in the largest metropolitan areas such as New York and Los Angeles.

(4) A prototype simulation model was developed that models the flow of applicants into an employment service local office and suggests the number of terminals and microfiche readers, interviewers, and receptionists needed to meet different peak loads. The model can be adapted to different employment service local offices.

1-031 A Study of the Local Job Bank Program: Performance, Structure, and Direction

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Contract 71-53-70-01
Project completed fiscal year 1973

Dr. Joseph C. Ullman and Dr. George P. Huber
August 1972

Report Descriptors: JOB BANK; LABOR MARKET INFORMATION; PUBLIC EMPLOYMENT SERVICE; JOB MATCHING; COMPUTER SYSTEMS; MANPOWER PLANNING AND ADMINISTRATION; EMPLOYMENT SERVICE MANAGEMENT

NTIS PB212690/AS
Also available from D. C. Heath & Co., Lexington Books, Cambridge, Mass., 1973; and Bureau of Business Research & Service, Graduate School of Business, The University of Wisconsin, Monograph No. 5, August 1972.

1-032 Systematic Approach to Using Jobseeker Information as a Means of Maintaining a Localized Job Search Information System

HUMAN RESOURCES DEVELOPMENT DEPARTMENT, STATE OF CALIFORNIA
SACRAMENTO, CALIF.

***Ongoing project — final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS — report is available from National Technical Information Service.

James M. Neto and Marged S. Sugarman

Contract 71-06-72-01
Project completed fiscal year 1975

Descriptors: JOB SEARCH; LABOR DEMAND; JOB INFORMATION SERVICE; DISADVANTAGED; EMPLOYMENT OPPORTUNITIES; COST EFFECTIVENESS; SERVICE DELIVERY SYSTEMS

To augment local employment office services, this study designed a low-cost job search information-sharing system whereby information obtained by jobseekers in the course of their search for work can be processed for other jobseekers on a continuing basis. The study: (1) Attempted to evaluate the quantity and quality of supplemental data that can be obtained from applicants; (2) investigated the costs of incorporating such data into an automated system; (3) evaluated the possible adverse effects of unsolicited referrals of applicants on employer relations, and (4) assessed the possible benefits of the system in terms of enlarging the scope of job search resources available to applicants and aiding in their reemployment.

Pertinent labor market information on specific occupations was gathered from existing records and packaged by automated equipment in a form appropriate for dissemination to jobseekers. Details of the job search plan were given to all jobseekers to insure that they received uniform information. Forms and procedures were developed for gathering and recording the specific job search information feedback by the jobseekers themselves to validate and update the information already in the system.

Analysis of the data obtained suggests that more participants found jobs as a direct result of their participation than through any other single method, including employment service placements, with starting wages as high as those obtained through usual ES placements. Most participants were either at the entry level or limited to the secondary labor market; yet supplementing ES placements with project services enabled these "less qualified" applicants to enter jobs at the same rate as the "mainstream" clients.

1C. MANPOWER AGENCY CAPABILITIES

1-033* Analyzing the Impact of Mandatory Registration on U.S. Employment Service Performance

CAMIL ASSOCIATES, INC.
PHILADELPHIA, PA.

David A. Miller

Contract 20-42-75-45
Project still in progress

Descriptors: PUBLIC EMPLOYMENT SERVICE; EVALUATION AND ASSESSMENT

The purpose of this project is to determine the volume of mandatory registrants (e.g. welfare recipients, unemployment insurance claimants, food stamp recipients, etc.) served by the employment service (ES) and the impact of that activity on the performance of the ES system.

The specific objectives of this research are: (1) To measure the workload imposed upon the ES by manditory registrants and the "work test" function; (2) to identify the services provided by the ES to those regarded as mandatory registrants; (3) to distinguish two general categories of manditory registrants—those who need and are interested in job search services and those who neither need nor want such services; and (4) to analyze the impact of the workload generated by mandatory registrants (particularly by those not in need of ES services) upon the deployment of ES resources.

The study will include a sample survey of local ES offices and mandatory registrants. A review of Federal and State statutes mandating ES registration will also be conducted.

1-034* An Assessment of the Reciprocal Contribution of Social Work Expertise and Manpower Programing

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Valerie Jorrin

Grant 92-34-70-16
Project still in progress

Descriptors: CURRICULUMS; SOCIAL SERVICE EMPLOYEES; MANPOWER PROGRAM MANAGEMENT

This grant is exploring and delineating the ways in which academic social work expertise and manpower program operations can contribute to and supplement each other's role, function, and goals.

The grantee is operating a laboratory for community programing which will serve as the field placement office for six to eight graduate students. The laboratory would facilitate the assignment of these social work students in State and city manpower components and in special assignments to the Manpower Administration. At the conclusion of the project, special monographs will be produced to facilitate use of the project findings by social work schools and manpower agencies.

1-035 Cleveland Executive Sabbatical Program

METROPOLITAN CLEVELAND JOBS COUNCIL
CLEVELAND, OHIO

Grant 92-39-72-01
Project completed fiscal year 1973

Theodore D. Small
December 1972

Report Descriptors: JOB OPPORTUNITIES IN THE BUSINESS SECTOR (JOBS); EMPLOYER SERVICES; LOW-WAGE JOBS; OHIO, CLEVELAND

NTIS PB221133/AS

1-036* DEMONSTRATION PROJECT TO ASSESS PROVISION OF SERVICES BY ICESA, INC., TO THE DEPARTMENT OF LABOR

INTERSTATE CONFERENCE OF EMPLOYMENT SECURITY AGENCIES, INC.
WASHINGTON, D.C.

Murray Comarow, Executive Director

Grant 21-11-74-36
Project still in progress

Descriptors: EMPLOYMENT SERVICE MANAGEMENT; PUBLIC EMPLOYMENT SERVICE; CONFERENCES; COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (CETA); SERVICE DELIVERY SYSTEMS

The Interstate Conference of Employment Security Agencies (ICESA) arranged a conference to study the role of the public employment service during the next decade and, given the large number of special tasks assigned to it, how the employment service can best serve the Nation. Proceedings of the conference will be issued. It also conducted a 1-day conference with representatives of the Japanese Ministry of Labor on State functions and responsibilities of the employment security system in this country and is studying the committee structure of the ICESA to provide a sharper focus on the wide range of major employment security issues.

1-037* DEVELOPING PRODUCTIVITY MEASURES FOR THE U.S. EMPLOYMENT SERVICE

BOEING COMPUTER SERVICES, INC.
WASHINGTON, D.C.

Dr. Neil Weiner, Project Director

Contract 20-11-75-46
Project still in progress

Descriptors: PRODUCTIVITY, COSTS; PUBLIC EMPLOYMENT SERVICE

This project is attempting to: (1) Identify those outputs resulting from employment service treatments; (2) develop procedures for quantifying such outputs; and (3) develop a procedure for weighting and combining all quantifiable outputs to arrive at an overall measure of productivity for the U.S. Employment Service. The research effort will draw heavily upon economic theory and models for the accomplishment of project objectives.

1-038* DEVELOPMENT OF PERFORMANCE STANDARDS FOR EMPLOYMENT SERVICE (ES)

E. F. SHELLEY & CO., INC.
NEW YORK, N.Y.

Stanley Applebaum and Dr. Charles K. Fairchild

Contract 20-36-74-22
Project still in progress

Descriptors: JOB PERFORMANCE; SUPPORTIVE SERVICES; EMPLOYMENT SERVICE MANAGEMENT; JOB PLACEMENT

The objectives of this project were: (1) To develop a system or series of methodologies which could be used to establish output and input standards relating to the placement performance of the public Employment Service (ES) and (2) to analyze the factors in and improve the specification of the Balanced Placement Formula (BPF), a formula used to allocate grants to States for ES activities.

The approach and findings of the project are presented in the following four volumes: *Volume 1. Executive Summary* provides a comprehensive statement of the methods used, accomplishments, and limitations of the project; *Volume 2 (Parts A and B). Findings and Recommendations* reports conclusions developed during the course of the project relative to (a) the Balanced Placement Formula (BPF), (b) the analysis of the effects of external forces on ES performance, and (c) the field tests of data collection and analysis methods to be used for establishing ES input standards; *Volume 3. Methodology Guide* presents the conceptual framework, methods, and implementation plan proposed for establishing and using input and output standards; and *Volume 4. Handbook for Analyzing Local Office Performance* contains procedures for data collection and analysis by ES functional activity to establish input standards.

1-039* THE EFFECT OF EXECUTIVE ORDER 11598 ON THE LABOR MARKET PERFORMANCE OF THE EMPLOYMENT SERVICE

PURDUE UNIVERSITY
WEST LAFAYETTE, IND.

Prof. Joseph C. Ullman, Purdue Research Foundation

Grant 92-18-72-08
Project still in progress

Descriptors: HIRING PRACTICES; MANDATORY JOB LISTING; JOB APPLICANTS; EMPLOYER ATTITUDES; EXECUTIVE ORDER NO. 11598; JOB PLACEMENT; VETERANS; JOB LISTING; PUBLIC EMPLOYMENT SERVICE

This is a study of how Executive Order 11598, which requires Federal agencies and most Federal contractors to list most job openings with the employment service, affects employment service capability to provide needed services to applicants. It is investigating the impact of the order on the number and nature of job openings listed

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***Ongoing project – final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS – report is available from National Technical Information Service.

with the employment service, the number and nature of job referrals and placements, and the timing of these effects.

The study is analyzing employer experience as well as employment service operations in six States. It is designed to compare a representative sample of establishments covered with a control sample of those not covered. Employment service staff and a sample of employers have been interviewed, and job listings and placements before and after initiation of the mandatory listing (ML) requirements compared.

Early indications are that firms subject to the ML requirement hired significantly more veterans, including Vietnam veterans, through the employment service than did the comparison firms not covered by the requirement. It appears that the ML requirement is achieving its major goals of assisting veterans and increasing employment service placements. Additional research is under way to substantiate these findings.

1-040 EMPLOYABILITY DEVELOPMENT TEAMS AND FEDERAL MANPOWER PROGRAMS: A CRITICAL ASSESSMENT OF THE PHILADELPHIA CEP'S EXPERIENCE

TEMPLE UNIVERSITY
PHILADELPHIA, PA.

Contract 41-1-002-42
Project completed fiscal year 1973
November 1972

Report Descriptors: ATTITUDES; EMPLOYABILITY DEVELOPMENT TEAMS; CONCENTRATED EMPLOYMENT PROGRAM; MANPOWER PROGRAM STAFFING; EFFECTIVENESS OF PROGRAMS; MINORITIES; DISADVANTAGED; PENNSYLVANIA, PHILADELPHIA

NTIS PB213790/AS

1-041 EXPERIMENTAL ANALYSIS OF CALIFORNIA'S JOB AGENT SYSTEM

CALIFORNIA STATE ASSEMBLY
SACRAMENTO, CALIF.

Contract 82-05-70-25
Project completed fiscal year 1973

AN ATTEMPT TO CHANGE A DEPARTMENT OF STATE GOVERNMENT THROUGH LEGISLATION: THE CALIFORNIA JOB AGENT PROGRAM

R. William Hauck, David Roberts, Bruce C. Ogden, Harvey Ross, Doris Martin and Dr. Curtis C. Aller
July 1974

Report Descriptors: JOB AGENT SYSTEM; SERVICE DELIVERY SYSTEMS; HUMAN RESOURCE DEVELOPMENT POLICY; STATE AND LOCAL GOVERNMENTS
Available from California State Assembly, Office of Research, Room 111, 1116 Ninth Street, Sacramento, Calif. 95814

1-042* AN EXPERIMENTAL DESIGN OF A NET BENEFIT ANALYSIS OF THE EMPLOYMENT SERVICE

UNIVERSITY OF PITTSBURGH
PITTSBURGH, PA.

Dr. Arnold Katz, Associate Professor of Economics

Grant 21-42-75-13
Project still in progress

Descriptors: PUBLIC EMPLOYMENT SERVICE; COST EFFECTIVENESS; ASSESSMENT AND EVALUATION; METHODOLOGY; JOB APPLICANTS; JOB PLACEMENT; EMPLOYER SERVICES; MANPOWER PROGRAM MANAGEMENT

This project aims at the development of methods of assessing the value of employment service (ES) activities to the overall economy by means of cost-benefit analysis. The researcher will examine methodological issues, evaluate data sources, and test estimation procedures. Specifically, he will: (1) Identify measurable benefits of ES activities by the value of their labor market effects; (2) determine the models best suited for estimating the quantitative relations between ES policies and labor market outcomes and the best procedures and sources for making reliable estimates of ES program costs; (3) develop a methodology for identifying private benefits for ES clients; (4) assess information on the effects of ES programs on labor mobility; and (5) determine how differences in the local character of ES programs relate to differences in aggregate economic activity for specific areas.

1-043 HUMAN SERVICES MANPOWER CAREER CENTER

ILLINOIS BUREAU OF EMPLOYMENT SECURITY
CHICAGO, ILL.

Contract 82-15-70-22 (formerly Grant 92-15-69-22)
Project completed fiscal year 1974

HUMAN SERVICES GENERALIST CLASSIFICATION SERIES

Myrna Bordelon Kassel and Thomas W. Marsh
January 1973

Report Descriptors: HUMAN SERVICE AGENCIES; JOB ANALYSIS; UPGRADING; HUMAN RESOURCE DEVELOPMENT POLICY; HUMAN SERVICE OCCUPATIONS; JOB STRUCTURE; SERVICE DELIVERY SYSTEMS

NTIS PB218728/AS

1-044 IMPROVEMENT OF EMPLOYER SERVICES IN THE STATE EMPLOYMENT SERVICES

GREENLEIGH ASSOCIATES, INC.
NEW YORK, N.Y.

Contract 82-36-71-43
Project completed fiscal year 1973

REPORT ON EMPLOYER SERVICES IMPROVEMENT PROJECT IN ILLINOIS AND PENNSYLVANIA

Dr. Hazel S. McCalley, Walter Hewett III, and William E. Hobbs
June 1973

Report Descriptors: EMPLOYER SERVICES, PUBLIC EMPLOYMENT SERVICE; JOB LISTING; JOB DEVELOPMENT; JOB PLACEMENT; SYSTEMS DESIGN AND ANALYSIS

NTIS PB221750/AS

1-045* Measuring the Effectiveness of Employer Services in the U.S. Employment Service

CAMIL ASSOCIATES, INC.
PHILADELPHIA, PA.

William Cameron

Contract 20-42-75-43
Project still in progress

Descriptors: PUBLIC EMPLOYMENT SERVICE; EMPLOYER SERVICES; ASSESSMENT AND EVALUATION; EFFECTIVENESS OF PROGRAMS

The overall purpose of this research is to develop a methodology for measuring the net effects of the employer services program. (This program consists of two major categories of activity, employer relations and employer technical services.)

The specific procedures of this study include: (1) Identifying, describing, and categorizing the major activities and patterns of activities conducted under the employer services program among the approximately 2,400 local employment service (ES) offices; (2) identifying outcomes associated with the provision of employer services and determining the extent to which such outcomes can be quantified for use in assessing the overall effectiveness of the employer services program; (3) specifying an evaluation design for use in determining the net effects of the provision of employer services and for assessing the overall effectiveness of the employer services program; and (4) determining whether and how costs can be associated with the employer services program. The study will include a survey of State ES systems and selected local offices.

1-046* Measuring the Productivity of the State Employment Service Agencies

ANALYTIC SYSTEMS, INC.
VIENNA, VA.

Charles Meike, Project Director

Contract 20-11-75-47
Project still in progress

Descriptors: PRODUCTIVITY; COSTS; PUBLIC EMPLOYMENT SERVICE

This project is a parallel R&D effort with respect to contract 20-06-75-48 by the same title. The objectives are to: (1) Identify outputs resulting from employment service treatments; (2) develop procedures for quantifying them; and (3) weight and combine all quantifiable outputs to arrive at an overall measure of productivity for the U.S. Employment Service.

1-047 Program for Information on Manpower Services

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Contract 82-24-69-47
Project completed fiscal year 1973

PLACEMENT AND AFTER: A MANUAL FOR COACHES AND OTHER EMPLOYMENT WORKERS

Dr. Jesse E. Gordon and John C. Erfurt
1972

Report Descriptors: COACHING; JOB PLACEMENT; COUNSELING AND GUIDANCE; STAFF TRAINING

NTIS PB203592/AS

A COMPENDIUM OF INFORMATION RELEVANT TO MANPOWER AGENCIES

John C. Erfurt
1973

Report Descriptors: MANPOWER PROGRAM MANAGEMENT

NTIS PB214652/AS

AGENCY-COMPANY RELATIONSHIPS IN MANPOWER OPERATIONS FOR THE HARD-TO-EMPLOY

Dr. Louis A. Ferman and Roger Manela
1973

Report Descriptors: JOB DEVELOPMENT; EMPLOYER SERVICES; HARDCORE

NTIS PB221325/AS

HANDBOOK OF INFORMATION RELEVANT TO MANPOWER AGENCIES

John C. Erfurt, Dr. Louis A. Ferman and Patricia A. Strauch
January 1973

Report Descriptors: MANPOWER PROGRAM MANAGEMENT

NTIS PB214394/AS

OVERVIEW OF THE EXPERIENCES OF THE ILIR MANPOWER LABORATORY: THE DEVELOPMENT OF A MODEL APPROACH TO THE RETRIEVAL,

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***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

DISSEMINATION, AND UTILIZATION OF INFORMATION ON MANPOWER OPERATIONS

Dr. Louis A. Ferman and John C. Erfurt

Report Descriptors: EXPERIMENTAL MANPOWER LABORATORIES, JOB OPPORTUNITIES IN THE BUSINESS SECTOR (JOBS), DISADVANTAGED, VOLUNTEERS

NTIS PB214303/AS

1-048* PROJECT FOR DEVELOPING EXPERIMENTAL AND DEMONSTRATION PROGRAMS OF TRAINING, RESEARCH, AND TECHNICAL ASSISTANCE FOR MANPOWER PROGRAM ADMINISTRATORS

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Dr. Peter B. Doeringer, John F. Kennedy School of Government

Grant 92-25-72-03
Project still in progress

Descriptors: MANPOWER ECONOMICS COURSES; MANPOWER DEVELOPMENT; MANPOWER PLANNING, RESEARCH, AND DEVELOPMENT; TRAINING PROGRAM MANAGEMENT; STAFF TRAINING

This project is to develop and test the feasibility of various manpower curriculums, instructional formats, and associated research and technical assistance activities directed at indoctrinating and training, present and new manpower officials and practitioners.

Emphasis is placed on: (1) Greater exposure of manpower program staff to the summer institute; (2) technical assistance in designing, coordinating, and staffing the Manpower Administration's internal staff training activities, particularly with respect to development of curricular materials; (3) developing work-experience internships for students in the academic year program; (4) improving the design and format of the summer institute; and (5) providing continued evaluation of the experimental curriculums and regular monitoring of training needs in the Manpower Administration.

Accomplishments include: A 4-week pilot summer Institute in Manpower Administration for administrators at the Federal, State, and local levels; establishment of two academic year courses in manpower economics and manpower policy; and supportive educational services to the Labor Department's internal management training programs.

1-049* PROJECT TO DESIGN MODEL SYSTEMS FOR SELECTING EMPLOYMENT SERVICE LOCAL OFFICE MANAGERS AND INTERVIEWERS

EDUCATIONAL TESTING SERVICE
PRINCETON, N.J.
AND
U.S. CIVIL SERVICE COMMISSION
WASHINGTON, D.C.

Dr. Albert P. Maslow and Dr. Michael Rosenfeld, Educational Testing Service; William A. Gorham., U.S. Civil Service Commission

Contracts 20-11-74-18 and 20-11-75-07
Project still in progress

Descriptors: JOB ANALYSIS; TESTING; EMPLOYMENT SERVICE STAFF; RECRUITMENT; MINORITIES; HIRING PRACTICES; JOB PERFORMANCE; EMPLOYMENT OPPORTUNITIES

The project will develop model selection systems for the staffing of two key jobs—employment interviewer and local office manager—in State employment security agencies. The selection procedures are to have a demonstrable relationship to successful job performance and exclude factors which are not job related and which might function as biases against the employment of minority group persons and women.

The project will include an indepth analysis for each of the two job categories. For those duties which are determined to be critical, the job analysis will describe which knowledge, skills, abilities, and other characteristics are required for successful job performance. On the basis of this analysis, the project will develop and try out selection procedures for each job class. The project will also determine the technical feasibility of validating the procedures against job performance criteria.

1-050* STATE SALARY COMPARABILITY STUDY

BUREAU OF LABOR STATISTICS
WASHINGTON, D.C.
AND
INSTITUTE OF PUBLIC ADMINISTRATION
NEW YORK, N.Y.

Harry Zeman, Bureau of Labor Statistics, and Alan L. Madian, Institute of Public Administration

Grants 82-11-71-11 and 82-36-71-17
Project still in progress

Descriptors: SALARY COMPARABILITY STUDIES; OCCUPATIONAL STRUCTURE; WAGE STRUCTURE; WAGE DIFFERENTIALS; STATE AND LOCAL GOVERNMENTS

This project seeks to develop comparative salary survey procedures applicable at State levels, patterned after those currently used for Federal pay-setting purposes. These procedures have been designed to help State governments achieve more equitable salary scales based on periodically surveyed pay rates in the general labor market.

The Bureau of Labor Statistics conducted occupational wage surveys in selected States to determine prevailing wages in the private sector. The surveys were patterned after the National Professional, Administrative, Technical, and Clerical (PATC) pay surveys which are used for Federal pay comparability purposes. The occupations covered by the PATC survey were augmented in some of the States to add greater detail. Meetings were held with State officials concerning the results and their possible application to State salaries.

GPO—report is available from Government Printing Office.
MA—report is available from Manpower Administration.
See page iii for further information about ordering reports.

A basic conclusion emerging from the project was that application of the Federal technique showed promise as a means of adjusting State salaries but that special attention would be required concerning additional occupations and the size and number of companies included in the surveys. A handbook describing the steps necessary in the conduct of these surveys will be developed by BLS for the guidance of State officials who wish to conduct similar surveys. Included in the handbook will be a chapter on the application of survey data to existing State salary structures.

1-051 A STUDY OF BLACK COLLEGES TO DETERMINE THEIR CAPABILITY TO DEAL WITH THE PROBLEMS OF UNEMPLOYMENT, UNDEREMPLOYMENT AND JOB TRAINING

B&C ASSOCIATES, INC.
HIGH POINT, N.C.

Contract 20-37-73-15
Project completed fiscal year 1973

Robert J. Brown
August 1973

Report Descriptors: UNIVERSITIES AND COLLEGES; MINORITIES; BLACKS; JOB PLACEMENT; ON-THE-JOB TRAINING (OJT); LITERATURE REVIEW

NTIS PB222814/AS

1-052* STUDY OF LOCATION OF EMPLOYMENT SERVICE OFFICES

CONTRACT RESEARCH CORPORATION
BELMONT, MASS.

Dr. Frederick R. Levy

Grant 20-25-75-02
Project still in progress

Descriptors: HANDBOOK; EMPLOYMENT SERVICE MANAGEMENT

The contractor is developing a handbook that will assist a State employment service agency more effectively to select locations and sites for offices in a local labor market area. The handbook is based on existing location technology from marketing the policy concerns of the U.S. Employment Service, and existing thinking and experience of public employment service personnel who have had experience in relocating, adding, or realining offices.

The handbook will provide step by step procedures by which census data may be used in urban and nonurban situations to maximize the convenience of the offices for clients or to increase the number of applicants of specific occupational groups. Another section provides a discussion and a check list of factors that need to be considered in the final site location. The handbook is being field tested in four States.

1-053* SURVEY OF ATTITUDES, PERCEPTIONS, AND EXPECTATIONS OF USERS AND NONUSERS OF THE EMPLOYMENT SERVICE

CAMIL ASSOCIATES, INC.
PHILADELPHIA, PA.

David A. Miller, Project Manager

Contract 20-42-74-34
Project still in progress

Descriptors: EMPLOYMENT SERVICE MANAGEMENT; JOB MATCHING; EFFECTIVENESS OF PROGRAMS; ASSISTANCE TO EMPLOYERS; UNEMPLOYED; WORKER/JOB MATCHING; EMPLOYER ATTITUDES; JOB SEARCH; HIRING PRACTICES; ATTITUDES

The study is designed to determine reasons for use or nonuse of public employment service offices by employers and jobseekers, the frequency, nature, and intensity of use; how services meet users' expectations and needs; recommendations for improvement; attitudes toward physical location, hours of operation, and physical layout of ES offices; and how the respondents see the employment service in the context of other job-matching resources and institutions.

Interviews will be conducted with employment service personnel, employers, and jobseekers, who are users and nonusers in a representative sample of 20 medium sized cities.

1-054 TESTING OF VARIOUS METHODOLOGIES FOR INCREASING JOB LISTINGS

MICHIGAN EMPLOYMENT SECURITY COMMISSION
DETROIT, MICH.

Contract 82-26-71-41
Project completed fiscal year 1973

EMPLOYER SERVICES ACTIVITIES AND MANPOWER POLICY

Edward J. Giblin and Louis L. Levine
1972

Report Descriptors: EMPLOYER SERVICES; EMPLOYMENT OPPORTUNITIES; JOB LISTING; JOB DEVELOPMENT

NTIS PB211993/AS

ACHIEVING MANPOWER GOALS THROUGH MORE EFFECTIVE EMPLOYER SERVICES PROGRAMS

VOL. 1, FINAL REPORT

Edward J. Giblin and Louis L. Levine
March 1973

Report Descriptors: EMPLOYER SERVICES; EMPLOYMENT OPPORTUNITIES; JOB LISTING; JOB DEVELOPMENT; GUIDELINES FOR MANPOWER PROGRAMS

NTIS PB220165/AS

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

GUIDELINES FOR INSTALLING AND MAINTAINING AN EFFECTIVE EMPLOYER SERVICES PROGRAM LOCALLY

VOL. 2, PROJECT FINAL REPORT

Edward J. Giblin, Louis L. Levine, and Lawrence W. Hawkins
March 1973

Report Descriptors: EMPLOYER SERVICES; EMPLOYMENT OPPORTUNITIES; JOB LISTING; JOB DEVELOPMENT; GUIDELINES FOR MANPOWER PROGRAMS

NTIS PB220166

1-055* VALIDATION OF THE MANAGEMENT AUDIT SURVEY AGAINST EMPLOYMENT SERVICE PERFORMANCE CRITERIA

INSTITUTE FOR BEHAVIORAL RESEARCH IN CREATIVITY
SALT LAKE CITY, UTAH

Dr. Robert L. Ellison

Contract 20-11-75-39
Project still in progress

Descriptors: PUBLIC EMPLOYMENT SERVICE; EMPLOYER MANPOWER PRACTICES AND POLICIES; ATTITUDES; MANPOWER PROGRAM MANAGEMENT

This study is examining tools for predicting U.S. Employment Service performance at the local office level. The questionnaire and related scoring and reporting systems were developed and standardized on a sample of over 7,000 U.S. Department of Labor employees in 1973 and subsequently correlated with objectively determined performance criteria from the Employment Security Automated Reporting System in Pennsylvania. The current research will replicate the Pennsylvania validity analyses in seven additional States.

ID. RESEARCH AND DEVELOPMENT, EVALUATION, AND PLANNING

1-056 ALTERNATIVE FORMS OF PUBLIC SERVICE EMPLOYMENT

UNIVERSITY OF CALIFORNIA, BERKELEY
BERKELEY, CALIF.

Contract 81-06-72-01
Project completed fiscal year 1974

1-056A THE EFFECT OF LEGITIMATE OPPORTUNITIES ON THE PROBABILITY OF PAROLEE RECIDIVISM

Philip Cook
October 1973

Report Descriptors: JOB SATISFACTION; GOVERNSEMNT POLICIES; REHABILITATION; CORRECTIONS; PUBLIC EMPLOYMENT PROGRAMS; LITERATURE REVIEW

NTIS PB224441/AS

1-056B THE DESIGN OF A FEDERAL EMPLOYMENT PROGRAM IN A STRATEGY TO RAISE LOW EARNINGS

Lawrence S. Seidman
November 1973

Report Descriptors: PUBLIC EMPLOYMENT PROGRAMS; SUPPORTED EMPLOYMENT; POVERTY; JOB CREATION; CIVIL SERVICE SYSTEM; LOW INCOME

NTIS PB236191/AS

1-056C PUBLIC SERVICE EMPLOYMENT AND THE SUPPLY OF LABOR TO THE PRIVATE SECTOR

Robert H. Frank
November 1973

Report Descriptors: PUBLIC EMPLOYMENT PROGRAMS; SUPPORTED EMPLOYMENT; JOB ANALYSIS; STATE AND LOCAL GOVERNMENTS; CIVIL SERVICE SYSTEM; PRIVATE INDUSTRY; LABOR SUPPLY; CALIFORNIA, OAKLAND; CALIFORNIA, SAN FRANCISCO

NTIS PB224453/AS

1-056D AN EXPANDED PUBLIC EMPLOYMENT PROGRAM: SOME SUPPLY AND DEMAND CONSIDERATIONS

Dr. Frank S. Levy and Michael Wiseman
November 1973

Report Descriptors: PUBLIC EMPLOYMENT PROGRAMS; SUPPORTED EMPLOYMENT; JOB ANALYSIS; STATE AND LOCAL GOVERNMENTS; CIVIL SERVICE SYSTEM; LABOR DEMAND; LABOR SUPPLY; LOW-LEVEL OCCUPATIONS; CALIFORNIA, SAN FRANCISCO; CALIFORNIA, OAKLAND

NTIS PB224388/AS

1-056E THE INFLATIONARY EFFECTS OF PUBLIC SERVICE EMPLOYMENT

Philip Cook and Robert H. Frank
November 1973

Report Descriptors: PUBLIC EMPLOYMENT PROGRAMS; SUPPORTED EMPLOYMENT; JOB ANALYSIS; STATE AND LOCAL GOVERNMENTS; CIVIL SERVICE SYSTEM; INFLATION; CALIFORNIA, SAN FRANCISCO; CALIFORNIA, OAKLAND

NTIS PB224442/AS

1-057 ASSESSMENT OF EXPERIMENTAL MANPOWER LABORATORIES

NATIONAL ACADEMY OF SCIENCES—NATIONAL RESEARCH COUNCIL
WASHINGTON, D.C.

Grant 92-11-72-21
Project completed fiscal year 1974

THE EXPERIMENTAL MANPOWER LABORATORY AS AN R&D CAPABILITY

NAS Advisory Committee on Assessment of Experimental Manpower R&D Laboratories (EMLABS)
February 1974

Report Descriptors: EXPERIMENTAL MANPOWER LABORATORIES, EFFECTIVENESS OF PROGRAMS, UTILIZATION OF MANPOWER RESEARCH AND DEVELOPMENT

1-058* COMMITTEE ON DEPARTMENT OF LABOR RESEARCH AND DEVELOPMENT

NATIONAL ACADEMY OF SCIENCES—NATIONAL RESEARCH COUNCIL
WASHINGTON, D.C.

Dr. Henry David and Dr. David Goslin, Division of Behavioral Sciences

Grant 21-11-73-31
Project still in progress

Descriptors: MANPOWER PLANNING, RESEARCH, AND DEVELOPMENT

A committee of research scientists, with the help of specialized subcommittees and staff, has been reviewing and assessing the Manpower Administration's research and development (R&D) program from its inception under the Manpower Development and Training Act of 1962.

The committee has been examining both the substance and procedures of the manpower R&D program, including the ways in which research ideas are generated or solicited, constraints on the development of ideas, program administration procedures, staff capabilities, and the effectiveness of project monitoring. The committee has also been examining the relevance, influence, and usefulness of research in the manpower program and is preparing several reports on aspects of the R&D program and on the contributions of R&D studies to the state of knowledge in general. Upon completion of its review and assessment, the committee will prepare a final report that will make recommendations concerning policies, programs, and funding patterns for improvement of the R&D program.

This project involves a program review by the committee and ad hoc subcommittees, conducted through meetings with relevant officials, preparation of committee member, staff, and commissioned papers, archival searches, staff interviews, and questionnaires.

1-059* COMMUNITY PLANNING FOR HUMAN RESOURCE DEVELOPMENT, AN EXPERIMENT AND DEMONSTRATION

CITY AND COUNTY OF SAN FRANCISCO
SAN FRANCISCO, CALIF.

Robert Greene

Grant 21-06-74-18
Project still in progress

Descriptors: PRIME SPONSORS (CETA), BASIC EDUCATION, VOCATIONAL EDUCATION, CALIFORNIA, SAN FRANCISCO

This project seeks to determine whether and how local manpower planning and resources can be linked reasonably and usefully with planning and resources in related areas of human resource development.

The project will identify factors affecting consultation and cooperation in human service programing. Through actual field testing and work with State and local agencies, responsive mechanisms will be designed. The project will record, analyze, and report on dynamic elements of effort which appear generalizable and applicable to community planning in large urban centers.

1-060 DISCRIMINATION IN TRAINING PROGRAMS

UNIVERSITY OF MARYLAND
COLLEGE PARK, MD.

Grant 21-24-73-21
Project completed fiscal year 1974

THE ALLOCATION OF TRAINING RESOURCES IN THE WIN PROGRAM

Dr. Bradley R. Schiller
September 1973

Report Descriptors: DISCRIMINATION, TRAINING EFFECTIVENESS AND IMPACT, TRAINING PRACTICES, WORK INCENTIVE PROGRAM (WIN), WOMEN, BLACKS, WOMEN'S OCCUPATIONS, BLACK/WHITE, LITERATURE REVIEW
Available from Department of Economics, College of Business and Public Administration, University of Maryland, College Park, Md. 20742. ERIC ED 083390

1-061* AN EVALUATION OF THE EFFECTS OF TRAINING PROGRAMS IN THE U.S. BASED UPON THE NATIONAL LONGITUDINAL SURVEYS

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Dr. Gerald G. Somers, Industrial Relations Research Institute

Grant 21-55-73-15
Project still in progress

Descriptors: ASSESSMENT AND EVALUATION, ASSESSMENT OF APPLICANTS AND TRAINEES, ATTITUDES, INCOME, NATIONAL LONGITUDINAL SURVEYS, RETURNS ON TRAINING

The principal objective of this project is to evaluate the effects of enrollment in manpower programs on the employment, income, social status, and attitudes of enrollees as compared with a control group of nonenrollees.

The main source of information will be men and women aged 14 to 24 in 1966 included in the National Longitudinal Surveys. Women aged 30 to 44 and men aged 45 to 59 in 1966 will also be covered if sample size permits. Respondents in these surveys who have been in

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*Ongoing project—final report not yet available.
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

manpower programs will be identified by matching social security numbers in the National Longitudinal Surveys and Department of Labor records. The effects of enrollment in programs will be analyzed by comparing the National Longitudinal Survey data on enrollees with those on nonenrollees. The evaluation will include regression analysis and cross-classifications and will cover social and attitudinal as well as economic variables.

1-062 Expanding the Benefits of Completed Manpower Research Products

THE UNIVERSITY OF ARIZONA
TUCSON, ARIZ.

Contract 82-04-71-27
Project completed fiscal year 1974

ABSTRACTS OF SEVEN DOCTORAL DISSERTATIONS COMPLETED UNDER MANPOWER ADMINISTRATION RESEARCH GRANTS
1975

Report Descriptors: UTILIZATION OF MANPOWER RESEARCH AND DEVELOPMENT; DOCTORAL DISSERTATION GRANTS
MA
GPO MANPOWER RESEARCH MONOGRAPH NO. 34

MEETING HEALTH MANPOWER NEEDS THROUGH MORE EFFECTIVE USE OF ALLIED HEALTH WORKERS
1973

Report Descriptors: HEALTH MANPOWER; EMPLOYER MANPOWER PLANNING; HIRING PRACTICES
MA
GPO MANPOWER RESEARCH MONOGRAPH NO. 25

EXPANDING THE BENEFITS OF MANPOWER RESEARCH

Lawrence R. Klein
August 1973

Report Descriptors: UTILIZATION OF MANPOWER RESEARCH AND DEVELOPMENT; DOCTORAL DISSERTATION GRANTS

NTIS PB224600/AS
MA
ERIC ed 083475

BAKER'S DOZEN: ABSTRACTS OF 13 DOCTORAL DISSERTATIONS COMPLETED UNDER MANPOWER ADMINISTRATION RESEARCH GRANTS
1973

Report Descriptors: UTILIZATION OF MANPOWER RESEARCH, AND DEVELOPMENT; DOCTORAL DISSERTATION GRANTS
MA
GPO MANPOWER RESEARCH MONOGRAPH NO. 27

1-063 An Experimental Approach to Designing an R&D Strategy for the Employment Service

CENTER FOR APPLIED MANPOWER RESEARCH
BERKELEY, CALIF.

Dr. Curtis C. Aller

Grant 21-06-74-25
Project completed fiscal year 1975

Descriptors: PUBLIC EMPLOYMENT SERVICE; JOB MATCHING; COUNSELING AND GUIDANCE; EMPLOYMENT SERVICE STAFF; JOB PLACEMENT; EMPLOYMENT SERVICE MANAGEMENT; MANPOWER PLANNING, RESEARCH, AND DEVELOPMENT; PARTICIPANT-OBSERVER METHODOLOGY

The project established the feasibility of using an external organization to develop new approaches to conceptualizing and organizing an R&D strategy responsive to the needs of employment security (ES) agencies.

Project staff observed and participated in the work of selected local and State employment service offices, the national office of the Manpower Administration, and other agencies of the Federal Government. They also consulted with other manpower researchers and representatives of the State employment security agencies through a committee of the Interstate Conference of Employment Security Agencies. They then:(1) Defined and set priorities for research and development work to be done and (2) determined feasible alternatives for translating these priorities into practical research.

Project staff recommended such research and development projects as a cost-benefit analysis of employment service operations, an examination of hiring channels and how workers find jobs, studies of the impact of the labor market on employment service performance and of employment counseling, and a new employment service data system.

AN EMPLOYMENT SERVICE RESEARCH AND DEVELOPMENT STRATEGY

Dr. Curtis C. Aller, Donald Mayall, John Mitchell and David Roberts
March 1975

NTIS PB240551/AS

1-064 Exploratory Case Studies of Intersystem Linkage and Research Utilization

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Contract 82-26-72-04
Project completed fiscal year 1973

GPO — report is available from Government Printing Office.
MA — report is available from Manpower Administration.
See page iii for further information about ordering reports.

R&D UTILIZATION STRATEGIES AND FUNCTIONS: AN ANALYTICAL COMPARISON OF FOUR SYSTEMS

Dr. Ronald G. Havelock, Dr. David A. Lingwood, Joann Freund, and Bonnie Ramirez
December 1973

Report Descriptors: UTILIZATION OF MANPOWER RESEARCH AND DEVELOPMENT; SYSTEMS DESIGN AND ANALYSIS; ORGANIZATIONA STRUCTURE; INFORMATION SYSTEMS

NTIS PB227254/AS

1-065 THE FUTURE OF THE METROPOLIS: PEOPLE, JOBS, INCOME

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Dr. Eli Ginzberg, Director, Conservation of Human Resources

Grant 21-36-73-37
Project completed fiscal year 1975

Descriptors: URBAN PROBLEMS; POPULATION; SUBURBAN LABOR MARKETS; INNER-CITY RESIDENTS; LOW-WAGE JOBS; MANPOWER ECONOMICS; HUMAN RESOURCES; MANPOWER PLANNING, RESEARCH, AND DEVELOPMENT; CONFERENCES

This report is the result of a manpower conference held in Tarrytown, N.Y., at which participants discussed a wide range of manpower problems caused by suburbanization of local economies and the labor market. The participants included scholars and researchers from universities and planning agencies and representatives of government, industry, trade, and minority group organizations. The discussions, later edited and included in this report, centered on trends and issues in large city labor markets, including how and why cities differ in income, spatial organization, and labor markets and the changing demographic, social, and economic contours of American metropolises. The report also analyzes the financial pressures on large central cities caused by increasing expenditures for services and diminishing taxable bases resulting from loss of economic activities to suburban localities.

With respect to labor market activities in metropolitan cities, the study points out that: (1) There are insufficient jobs for all who are able and willing to work; (2) a large number of jobs pay so poorly that they do not enable the incumbents to support their families; (3) many families live under dysfunctional conditions that diminish their lives and prevent the development of their children's potential; (4) serious inequities exist among different groups and tend to persist, despite the country's commitment to societal equality and economic opportunities; and (5) there is a growing unease that those trapped in city slums may never be able to extricate themselves.
December 1974
Olympus Publishing Co., Salt Lake City, Utah

1-066* IMPACT OF MANPOWER TRAINING PROGRAMS ON MINORITIES AND WOMEN

UNIVERSITY OF PENNSYLVANIA
PHILADELPHIA, PA.

Dr. Herbert R. Northrup

Grant 21-42-73-20
Project still in progress

Descriptors: MINORITIES; WOMEN; EMPLOYMENT OPPORTUNITIES; TRAINING EFFECTIVENESS AND IMPACT; ASSESSMENT OF APPLICANTS AND TRAINEES; MANPOWER PLANNING, RESEARCH, AND DEVELOPMENT; UTILIZATION OF MANPOWER RESEARCH, AND DEVELOPMENT

The study assesses the impact of manpower training programs on minorities and women. The researchers are examining the various types of programs to determine, for example, whether some had a more favorable impact on minorities than did others and whether they produced better results for minorities and women than for the majority groups.

The researchers reviewed: (1) Available data and studies which have been made, including case studies, research and evaluation reports, and studies made by government agencies and other sources and (2) all relevant program operating statistics.

1-067* IMPROVE LINKAGE BETWEEN OFFICE OF MANPOWER RESEARCH AND DEVELOPMENT AND PRIME SPONSORS/STATE EMPLOYMENT SERVICE AGENCIES THROUGH REGIONAL TECHNICAL ASSISTANCE AND TRAINING STAFFS

ABT ASSOCIATES, INC.
CAMBRIDGE, MASS.

Robert Ericson

Contract 20-25-75-42
Project still in progress

Descriptors: UTILIZATION OF MANPOWER RESEARCH AND DEVELOPMENT; CETA SERVICES AND PLANNING; PUBLIC EMPLOYMENT SERVICE; REGIONAL OFFICE OF MANPOWER ADMINISTRATION

Improved linkages between the Office of Manpower Research and Development and potential users of its findings and products among CETA prime sponsors and public employment service agencies are to be developed through work with national and regional office Manpower Administration staffs.

The project is to be conducted in close collaboration with a supervisory committee composed of representatives of relevant MA units. Experiments will be carried out in three regions, involving staffs of the Regional Training Institutes and those responsible for technical assistance and training.

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

The contractor will try to increase the capacity of national and regional office staffs to identify useful R&D materials, integrate them with other knowledge, transform them into curriculums and other useful forms, stimulate user ability to put such knowledge to work, and present knowledge in attention-getting and usable ways.

Several subject matter areas are to be selected on the basis of high-priority needs for technical assistance and training and availability of appropriate R&D products. The skills and linkages sought by the project are to be built around these selected subject matters.

The contractor will prepare guidebooks and curriculums for training staffs in the procedures developed and will train national and regional staffs in their use.

1-068 Job Analysis in Manpower Programming, Research, and Development: A Review and Analysis

MANPOWER MANAGEMENT INSTITUTE
WASHINGTON, D.C.

Grant 21-11-73-40
Project completed fiscal year 1974

JOB ANALYSIS FOR HUMAN RESOURCE MANAGEMENT: A REVIEW OF SELECTED RESEARCH AND DEVELOPMENT

Michael Wilson
January 1974

Report Descriptors: JOB ANALYSIS; JOB RESTRUCTURING; PERSONNEL ADMINISTRATION; MANPOWER PLANNING, RESEARCH, AND DEVELOPMENT; STATE-OF-THE-ART PAPERS

NTIS PB238789/AS
MA MANPOWER RESEARCH MONOGRAPH NO. 36
GPO

1-069* Labor Market Analysis: A Review and Analysis of Manpower Research and Development

CENTER FOR POLICY RESEARCH, INC.
NEW YORK, N.Y.

Dr. Trevor Bain

Grant 21-36-74-19
Project still in progress

Descriptors: STATE-OF-THE-ART PAPERS; LABOR MARKET INFORMATION; HIRING PRACTICES; LABOR FORCE; GEOGRAPHIC MOBILITY; JOB SEARCH; JOB PLACEMENT; OCCUPATIONAL MOBILITY

The project's purpose is to review, synthesize, and analyze the findings of completed and ongoing research and development work sponsored by the Manpower Administration and related literature that has explored the operation of the labor market with respect to job search, selection, placement, labor market information, geographic and occupational mobility, wages, and special labor markets. The above information will be interpreted for its usefulness to the Department of Labor, other Government agencies, manpower planners and practitioners, elected officials, educators, employers, and unions.

The project is divided into four phases. Phase I reviews and analyzes relevant research and development reports and involves interviews of researchers and potential users of the state-of-the-art report. Phase II prepares a first draft of the report. Phase III conducts a seminar for researchers and manpower program planners and practitioners. The first draft of the report provided the agenda for this seminar. Phase IV involves the preparation of the final state-of-the-art report, which focuses on the information generated by the literature and activities described above.

1-070* Manpower Research and the Formation of Manpower Policy

NATIONAL MANPOWER POLICY TASK FORCE
WASHINGTON, D.C.

Dr. Sar A. Levitan

Contract 81-11-71-09 (formerly Contract 81-09-66-31)
Project still in progress

Descriptors: NATIONAL MANPOWER POLICY; NATIONAL MANPOWER POLICY TASK FORCE; IMPACT OF MANPOWER POLICIES; EFFECTIVENESS OF PROGRAMS; MANPOWER PLANNING, RESEARCH, AND DEVELOPMENT

The National Policy Task Force works closely with Government and the research community in reviewing current manpower developments and assessing them in relation to the need for new policies, programs, and research.

The Task Force, a group of independent manpower experts, meets four times annually. It prepares policy statements on specific issues, funds research monographs, organizes program and project evaluations, and administers an annual conference for recent recipients of dissertation grants, as well as reviewing the completed dissertations. It also provides, under special arrangements with the Department of Labor, technical assistance to universities that have received manpower institutional grants.

Two policy statements were issued by the Task Force in fiscal year 1975. *Manpower Policies for a New Administration* provided a broad review of the accomplishments and unfinished tasks of the Nixon administration in the manpower area and outlined a manpower agenda for the incoming Ford administration. It emphasized the need for further decentralization and decategorization under Federal guidance, integration of work and welfare programs, and expansion of public employment. *Status of Black Employment* reviewed the changing employment status of blacks since 1960. This statement asserted that manpower and antidiscrimination efforts aided black gains in the past but have an even more important role in the present. Renewed national commitment to solving the problems of minorities was urged.

Monographs completed during the year include *Employment and Earnings Inadequacy: A New Social Indica-*

GPO – report is available from Government Printing Office.
MA – report is available from Manpower Administration.
See page iii for further information about ordering reports.

tor by Dr. Sar A. Levitan and Dr. Robert Taggart III. This paper deals with the need, feasibility, and usefulness of developing a measurement of the extent to which jobs are inadequate to provide sufficient income for a minimally decent standard of living. Such an index is developed, its conceptual basis reviewed, and an analysis made of how various demographic groups are affected and how the numbers and kinds of workers involved fluctuate in the business cycle. It concludes that such an index is not only feasible but potentially useful for policy formulation and recommends further developmental work and early official adoption and publication of such an indicator. Other papers prepared were *Rural Workers in Rural Labor Markets* by Dr. Ray Marshall and a report on the 1974 Conference on New Manpower Research edited by Dr. Robert Taggart III.

THE COMPREHENSIVE EMPLOYMENT AND TRAINING ACT: OPPORTUNITIES AND CHALLENGES

April 1974

Report Descriptors: MANPOWER LEGISLATION; NATIONAL MANPOWER POLICY TASK FORCE; EFFECTIVENESS OF PROGRAMS; NATIONAL MANPOWER POLICY; UNEMPLOYMENT; DISADVANTAGED
Available from National Manpower Policy Task Force, 1819 H St., NW., Suite 660, Washington, D.C. 20006.

EMERGENCY EMPLOYMENT ACT: THE PEP GENERATION

Dr. Sar A. Levitan and Dr. Robert Taggart III, Editors
1974

Report Descriptors: PUBLIC EMPLOYMENT PROGRAMS; EMERGENCY EMPLOYMENT ACT (1971); EFFECTIVENESS OF PROGRAMS; NATIONAL MANPOWER POLICY TASK FORCE; STATE AND LOCAL GOVERNMENTS; INDIANS
Olympus Publishing Company, 937 East Ninth, South, Salt Lake City, Utah.

ADAPTING LABOR MARKET STATISTICS TO POLICY NEEDS

January 1974

Report Descriptors: LABOR FORCE PARTICIPATION; INCOME; NATIONAL MANPOWER POLICY TASK FORCE; INFORMATION SYSTEMS; NATIONAL MANPOWER POLICY
Available from National Manpower Policy Task Force, 1819 H St., NW., Suite 660, Washington, D.C. 20006.

FINAL REPORT: CONFERENCE ON PUERTO RICAN MIGRATION AND MIGRANTS

June 1973

Report Descriptors: CONFERENCES; PUERTO RICANS; MIGRANTS; MIGRATION
Available from National Manpower Policy Task Force, 1819 H St., NW., Suite 660, Washington, D.C. 20006.

REPORT ON THE 1973 NEW MANPOWER RESEARCHERS CONFERENCE

Dr. Robert Taggart III
September 1973

Report Descriptors: CONFERENCES; MANPOWER PLANNING, RESEARCH, AND DEVELOPMENT; DOCTORAL DISSERTATION GRANTS
Available from National Manpower Policy Task Force, 1819 H St., NW., Suite 660, Washington, D.C. 20006.

REPORT ON THE 1974 NEW MANPOWER RESEARCHERS CONFERENCE

Dr. Robert Taggart III
1974

Report Descriptors: CONFERENCES; MANPOWER PLANNING, RESEARCH, AND DEVELOPMENT; DOCTORAL DISSERTATION GRANTS
National Manpower Policy Task Force, 1819 H St., NW., Suite 660, Washington, D.C. 20006

RURAL WORKERS IN RURAL LABOR MARKETS

Dr. F. Ray Marshall
1974

Report Descriptors: RURAL AREAS; EMPLOYMENT PATTERNS; FARMWORKERS; LABOR MARKET BEHAVIOR
Olympus Publishing Co., Salt Lake City, Utah

EMPLOYMENT AND EARNINGS INADEQUACY: A NEW SOCIAL INDICATOR

Dr. Sar A. Levitan, and Dr. Robert Taggart III
August 1974

Report Descriptors: DATA SOURCES AND USES; LABOR MARKET INFORMATION; NATIONAL MANPOWER POLICY TASK FORCE; EMPLOYMENT POLICY; SOCIAL INDICATORS
Policy Studies in Employment and Welfare No. 19, The John Hopkins University Press, Baltimore, Md.

1-071* A PROJECT TO FACILITATE THE UTILIZATION OF SELECTED MANPOWER R&D FINDINGS AND TO EXPERIMENT WITH MANAGEMENT-WORKER COLLABORATION IN JOB STRUCTURING

HUMAN INTERACTION RESEARCH INSTITUTE
LOS ANGELES, CALIF.

Dr. Edward M. Glaser and Dr. Harvey Ross

Grant 92-06-72-27
Project still in progress

This grant calls for activities and recommendations to promote the fuller utilization of the findings of selected research and development projects. The grantee is also assisting a cooperating company in developing a management style that includes increased worker participation in work planning at a new facility.

1-071A* A PROJECT TO FACILITATE THE UTILIZATION OF SELECTED MANPOWER R&D FINDINGS

Descriptors: UTILIZATION OF MANPOWER RESEARCH AND DEVELOPMENT; MANPOWER PLANNING, RESEARCH, AND

***Ongoing project — final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS — report is available from National Technical Information Service.

DEVELOPMENT; COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (CETA)

This grant calls for activities and recommendations to promote the fuller utilization of the findings of selected research and development projects.

Activities to promote greater use of R&D findings include: (1) Preparation of a synthesis-analysis of what has been learned about the individualization of manpower programing for disadvantaged persons; (2) assistance to the California State Personnel Board in building into its Transitional Employment Experimental Model (TEEM) project the procedures and data collection on which to base the utilization of its findings; (3) assistance to the Training and Technology project in Oak Ridge, Tenn., in developing a regional utilization network in cooperation with the Atlanta regional office of the Manpower Administration and other R&D projects; and (4) preparation of materials based on Office of Manpower Research and Development project findings for distribution to CETA sponsors.

1-071B* A Project to Experiment with Management-Worker Collaboration in Job Structuring

Descriptors: ORGANIZATIONAL ENVIRONMENT; WORK ROLES; WORKER PARTICIPATION IN MANAGEMENT; MANAGEMENT-WORKER COLLABORATION IN JOB STRUCTURING; PRODUCTIVITY; JOB RESTRUCTURING; WORK ATTITUDES; JOB SATISFACTION; QUALITY OF EMPLOYMENT

Working with officials of a newly opened medical supply manufacturer, the grantee is providing organizational development consultation designed to increase worker participation in workplace decisions and to open communication between levels and between departments. It is anticipated that these changes will increase worker satisfaction, motivation, and productivity and will reduce such factors as absenteeism and turnover. A case study analysis will be provided. A more systematic evaluation of the impact of this intervention is being conducted under a separate grant to the University of Michigan.

IMPROVING THE QUALITY OF WORKLIFE...AND IN THE PROCESS, IMPROVING PRODUCTIVITY

Dr. Edward M. Glaser
January 1975

Report Descriptors: PRODUCTIVITY; JOB SATISFACTION; WORK ATTITUDES; INDUSTRIAL MANAGEMENT; SUPERVISION; WORK ENVIRONMENT; QUALITY OF EMPLOYMENT; WORKER PARTICIPATION IN MANAGEMENT; JOB RESTRUCTURING

NTIS PB236209/AS
ERIC ed 084361.

1-072* A Study of Research and Development Information Storage and Retrieval Requirements

E. F. SHELLEY & CO., INC.
WASHINGTON, D.C.

David Moses and Phyllis Dacus

Contract 20-36-73-27
Project still in progress

Descriptors: MANPOWER RESEARCH AND DEVELOPMENT STORAGE AND RETRIEVAL; UTILIZATION OF MANPOWER RESEARCH AND DEVELOPMENT; SYSTEMS DESIGN AND ANALYSIS; COMPUTER SYSTEMS

The contractor is assisting the Manpower Administration's Office of Manpower Research and Development (OMRD) in establishing a cost-effective computer-based storage and retrieval system for disseminating to potential users the body of information that flows from the OMRD program.

A subject classification system based on a thesaurus of manpower terms has been developed which provides for keywording individual OMRD projects and reports and their classification in the system and in the OMRD projects book subject index.

A file of OMRD project and report abstracts for 1972 to 1975 has been compiled to create an OMRD data base. The first application of the system has been the production of the projects book by automatic photocomposition through the use of Linotron, an automated phototypesetting system operated by the Government Printing Office.

The feasibility of expanding the system to generate various types of indexes and to provide a retrieval capability to meet OMRD's and users' prospective needs was also investigated.

2. MANPOWER PROGRAMS AND THEIR SPECIFIC POPULATIONS

2A. ALCOHOLICS AND DRUG USERS

2-001* THE ADDICT AND EX-ADDICT: JOB FINDING EXPERIENCES AND PERFORMANCE IN EMPLOYMENT

MASSACHUSETTS ADVOCACY CENTER
BOSTON, MASS.

Dr. I. Ira Goldenberg

Grant 21-25-74-15
Project still in progress

Descriptors: DRUG USERS; JOB SEARCH; JOB PERFORMANCE; NEW YORK, NEW YORK; MASSACHUSETTS, BOSTON

This project is analyzing and assessing the process by which drug maintained addicts and drug free ex-addicts gain access to employment and how they perform after being employed.

The investigator is: (1) Surveying approximately 40 drug treatment programs in New York and Boston and collecting data on program employment-related services and client employment-related experiences; (2) examining local employment prospects which affect groups with particular handicaps in several urban labor markets that are the setting for this study; and (3) obtaining and analyzing employer data from an independent study concerning the job performance experience of employed individuals having an addiction history.

2-002 EMPLOYMENT AND ADDICTION: PERSPECTIVES ON EXISTING BUSINESS AND TREATMENT PRACTICES

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Grant 92-25-71-05
Project completed fiscal year 1973

Dr. I. Ira Goldenberg
August 1972

Report Descriptors: DRUG USERS; HIRING PRACTICES

NTIS PB211650/AS
MA

2-003 MANPOWER DEMONSTRATION PROJECT FOR CONTROL AND PREVENTION OF DRUG ABUSE

JOB CORPS HEALTH UNIT, U.S. DEPARTMENT OF LABOR
WASHINGTON, D.C.

Contract 82-11-71-14
Project completed fiscal year 1974

SAN JOSE RESIDENTIAL MANPOWER CENTER DEMONSTRATION DRUG PROJECT

Dr. David Kraft

Report Descriptors: DRUG USERS; JOB CORPS; YOUTH; REHABILITATION; MODELS; INTERSYSTEM LINKAGES; STAFF TRAINING; CALIFORNIA, SAN JOSE; GUIDELINES FOR MANPOWER PROGRAMS

2-004* RETAINING PROBLEM DRINKERS ON THE JOB

THE JOHNS HOPKINS UNIVERSITY
BALTIMORE, MD.

Dr. Wallace Mandell and Dr. Carl Schramm, School of Hygiene and Public Health

Grant 21-24-73-23
Project still in progress

Descriptors: JOB RETENTION, REHABILITATION; JOB STABILITY; SUPPORTIVE SERVICES; ALCOHOLICS; COLLECTIVE BARGAINING; COST EFFECTIVENESS; FRINGE BENEFITS; FEASIBILITY STUDY; LABOR-MANAGEMENT CONSORTIA; JOB PERFORMANCE; MARYLAND, BALTIMORE

The primary purpose of this project is to develop a model system of linkages among management, labor, treatment resources, and health insurers in a community for the early identification, treatment, and retention of problem drinkers on the job. The study will also develop work performance criteria to permit an evaluation of the costs, effectiveness, and suitability of treatment for different types of workers. It will further develop data on how various treatment process events contribute to changes in abusive drinking behavior, as well as data for a large pool of workers so that the relation of work characteristics to deviant drinking can be studied. If the approach is proven feasible and cost effective, community resources may be persuaded to accept continuing responsibility for financial support. The importance of the approach is that it offers an alternative in labor-management grievance procedures to firing of employed problem drinkers.

The associated unions, large companies, and government agencies in the Baltimore area are identifying and referring problem drinkers for diagnosis and treatment at a center operated by the project. A labor-management liaison project component is recording contacts with employers, unions, and other community resources to determine the best ways to construct an effective cooperative treatment program. Researchers are surveying employment records, administering questionnaires to supervisors and to clients at intake and before termination from treatment, and analyzing resultant data to obtain insight on possible industrial causes for alcohol abuse and on treatment program impact.

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

LITERATURE REVIEW

EHP WORKING PAPER *6*

Dr. Carl J. Schramm and Robert DeFillippi

Report Descriptors: JOB RETENTION; JOB STABILITY; SUPPORTIVE SERVICES; ALCOHOLICS; JOB PERFORMANCE; MARYLAND, BALTIMORE; BIBLIOGRAPHIESLIMITED COPIES
School of Hygiene and Public Health, Johns Hopkins University, 615 North Wolfe Street, Baltimore, Md.

ESTIMATING COSTS OF ALCOHOLISM

EHP WORKING PAPER *10*

Dr. Carl J. Schramm
January 1975

Report Descriptors: REHABILITATION; ALCOHOLICS; COST EFFECTIVENESS; FEASIBILITY STUDY; JOB PERFORMANCE; MARYLAND, BALTIMORE
School of Hygiene and Public Health, Johns Hopkins University, 615 North Wolfe Street, Baltimore, Md.

COLLECTIVE BARGAINING AND ALCOHOLISM

EHP WORKING PAPER *9*

Dr. Carl J. Schramm
October 1974

Report Descriptors: JOB RETENTION; REHABILITATION; ALCOHOLICS; COLLECTIVE BARGAINING; FRINGE BENEFITS; JOB PERFORMANCE; MARYLAND, BALTIMORE
School of Hygiene and Public Health, Johns Hopkins University, 615 North Wolfe Street, Baltimore, Md.

EMPLOYEE HEALTH PROGRAM VIDEO-TAPE DOCUMENTATION

Stan Hankin and Caroll Cuddy
August 1975
MA LOANED TO REGIONAL DOL AND CETA PRIME SPONSORS; OTHERS MAY PURCHASE COPIES AT REPRODUCTION COST.

"ALCOHOLISM AND THE WORKPLACE"

MANPOWER MAGAZINE; VOL. 7, NO. 2; FEBRUARY 1975

Ronald E. Jones
February 1975
MA LIMITED COPIES.
GPO

2B. APPRENTICESHIP

2-005 ACCELERATED FIRST YEAR ON-THE-JOB TRAINING (OJT) PROGRAM FOR PRECISION MACHINIST APPRENTICE

NATIONAL TOOL, DIE AND PRECISION MACHINING ASSOCIATION
WASHINGTON, D.C.

Contract 82-11-72-11
Project completed fiscal year 1974

A STUDY OF ACCELERATED ON-THE-JOB TRAINING PROGRAM FOR THE FIRST YEAR OF ON-THE-JOB TRAINING FOR THE PRECISION MACHINIST APPRENTICE

William E. Hardman and Norton R. Munn
December 1973

Report Descriptors: APPRENTICESHIP; MACHINISTS; ON-THE-JOB TRAINING (OJT); TOOL AND DIE; PROGRAMED INSTRUCTIONS; CRAFT WORKERS; JOB ANALYSIS; PROGRAMED INSTRUCTION

NTIS PB226835/AS
MA

2-006 A COMPARISON OF UNION CONSTRUCTION WORKERS WHO HAVE ACHIEVED JOURNEYMAN STATUS THROUGH APPRENTICESHIP AND OTHER MEANS

THE UNIVERSITY OF TEXAS
AUSTIN, TEX.

Contract 82-48-71-18
Project completed fiscal year 1974

Dr. F. Ray Marshall, William S. Franklin, and Robert W. Glover
December 1973

Report Descriptors: APPRENTICESHIP; CONSTRUCTION INDUSTRY ; CRAFT WORKERS; JOURNEYMEN; MINORITIES; SUPERVISION; UNION ENTRY; UNIONS

NTIS PB229937/AS

2-007* DUAL ENROLLMENT AS AN OPERATING ENGINEER APPRENTICE AND AN ASSOCIATE OF SCIENCE IN ENGINEERING

NATIONAL JOINT APPRENTICESHIP AND TRAINING COMMITTEE FOR OPERATING ENGINEERS
WASHINGTON, D.C.

Reese Hammond, Director, Department of Research and Education, International Union of Operating Engineers

Grant 21-11-73-12
Project still in progress

Descriptors: APPRENTICESHIP; RELATED INSTRUCTION; UNIVERSITIES AND COLLEGES; OPERATING ENGINEERS; UNION MANPOWER PRACTICES; ON-THE-JOB TRAINING (OJT)

The feasibility of combining on-the-job training with study at a 2-year college is being tested in this dual enrollment program. Each enrollee in the program has both career and vocational opportunity options available. The program is designed to enhance the apprentices' chances for promotion within the construction industry and to equip them, if they wish to change careers in the future, with an associate degree in science that is applicable toward a higher degree.

A 3-year longitudinal assessment of the project's participants and the program structure will be conducted to determine the impact of the program on the industry. Cooperating 2-year colleges will be selected for the project; a model dual enrollment curriculum will be prepared; and an industry advisory committee will be formed to assist in the direction and operation of the program.

2-008 Improving Apprenticeship: A Pilot Study of Employer and Union Reactions to Foreign Training Practices

THE UNIVERSITY OF CHICAGO
CHICAGO, ILL.

Contract 82-17-71-40
Project completed fiscal year 1974

Dr. Myron Roomkin
August 1973

Report Descriptors: APPRENTICESHIP; FOREIGN MANPOWER POLICY; EMPLOYER ATTITUDES; UNION ATTITUDES

NTIS PB222830/AS

2-009 Improving Performance in Technical and Apprentice Training

DEVELOPMENT SYSTEMS CORPORATION
CHICAGO, ILL.

Contract 82-17-71-48
Project completed fiscal year 1974

Dr. Arthur E. Oriel
March 1974

Report Descriptors: APPRENTICESHIP; TOOL AND DIE; TECHNICAL TRAINING; MACHINISTS; CRAFT WORKERS; TESTING; JOB ANALYSIS; RELATED INSTRUCTION; PROGRAMED INSTRUCTION

NTIS PB231241/AS

2-009A A Pilot Study for the Evaluation of Procedures for the Construction of Performance Measures in the Skilled Trades and Technical Occupations

A PERFORMANCE MEASUREMENT FEASIBLITY STUDY: IMPLICATIONS FOR MANPOWER POLICY

Dr. Frank L. Schmidt
September 1974

Report Descriptors: TESTING; DISCRIMINATION; BLACKS; MACHINISTS; METALWORKING INDUSTRY; SKILLED WORKERS; APPRENTICESHIP: RECRUITMENT; WORK SAMPLING

NTIS PB240809/AS

2-010 Improving the Retention Rate of Indentured Apprentices Placed by Apprenticeship Outreach Programs

BRANDEIS UNIVERSITY
WALTHAM, MASS.

Contract 82-25-71-36
Project completed fiscal year 1973

Dr. Dennis A. Derryck
May 1973

Report Descriptors: DROPOUTS; APPRENTICESHIP RETENTION; APPRENTICESHIP OUTREACH PROGRAMS

NTIS PB221245/AS

2-011* Pilot Study of the Apprenticeship System

OLYMPUS RESEARCH CORPORATION
WASHINGTON, D.C.

Jack Walsh

Contract 20-49-74-03
Project still in progress

Descriptors: APPRENTICESHIP; RELATED INSTRUCTION; PILOT STUDY; ON-THE-JOB TRAINING (OJT)

This study is designed to determine the feasibility of collecting, on a national basis, detailed information on the apprenticeship system. Limited to two States, the study seeks information on: (1) The administration of the apprenticeship program; (2) OJT and related instruction techniques; (3) characteristics of participants and employers; and (4) program aspects which represent innovative activities and developments.

Data will be collected from 60 programs representing various trades and areas stratified by program type and size. Included will be mail and personal interviews of national, regional, State, and local administrative staff; joint apprenticeship committee members; instructors; union officials; employers; journeymen; and apprentices. Indepth case studies of 11 of the programs will also be undertaken.
May 1975
MA

2-012 Report of a Conference on Apprenticeship Training and Suggestions for a Model Apprenticeship System for the 1970's

CORNELL UNIVERSITY
ITHACA, N.Y.

Grant 21-36-73-39
Project completed fiscal year 1974

Dr. Felician F. Foltman
1974

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

Report Descriptors: APPRENTICESHIP; CONFERENCES; ON-THE-JOB TRAINING (OJT); CRAFT WORKERS; RELATED INSTRUCTION

NTIS PB236231/AS

2-013 THE ROLE OF RELATED INSTRUCTION IN APPRENTICESHIP TRAINING (A PILOT STUDY)

NORTHEASTERN UNIVERSITY
BOSTON, MASS.

Contract 82-25-71-21
Project completed fiscal year 1974

Dr. Steven M. Swanson, Dr. Irwin L. Herrnstadt, and Dr. Morris A. Horowitz
December 1973

Report Descriptors: APPRENTICESHIP; RELATED INSTRUCTION; CRAFT WORKERS; MACHINISTS; OPERATING ENGINEERS; ON-THE-JOB TRAINING (OJT); ELECTRICIANS

NTIS PB229261/AS

2-014* STUDY OF OPERATIONS OF FEDERAL APPRENTICESHIP PROGRAMS

MANPOWER AND EDUCATION RESEARCH ASSOCIATES
ARLINGTON, VA.

Sol Swerdloff

Grant 20-51-75-34
Project still in progress

Descriptors: APPRENTICESHIP; ON-THE-JOB TRAINING (OJT); RELATED INSTRUCTION; OCCUPATIONAL TRAINING; TRAINING EFFECTIVENESS AND IMPACT

The Federal Committee on Apprenticeship was reconstituted in 1974 to develop and promote an expanding apprenticeship system. At that time, the Committee requested an objective assessment of apprenticeship to enhance successful execution of its mission. Accordingly, this project will examine the operations of the Federal apprenticeship program in order to identify potential areas for improvement. The investigator will conduct personal interviews with Federal and State apprenticeship officials and other persons with knowledge of the system. In addition, applicable documents and reports relating to apprenticeship operations will be reviewed.

2-015* TECHNICAL TRAINING WORKSHOPS IN APPRENTICESHIP

A. E. ORIEL & ASSOCIATES, LTD.
CHICAGO, ILL.

Dr. Arthur E. Oriel

Grant 21-17-75-09
Project still in progress

Descriptors: APPRENTICESHIP; ON-THE-JOB TRAINING (OJT); PROGRAMED INSTRUCTION; TRAINING

Five workshops will be conducted in three cities to disseminate the findings of the recently completed study, "Improving Performance in Technical and Apprentice Training." With the National Machine Tool Builders Association as workshop cosponsor, the project will provide technical assistance for implementing the above-cited study's recommendations to industry trainers, apprenticeship program operators, and other interested parties. Information on other individualized learning programs currently in use will also be disseminated.

2-016 WOMEN IN WISCONSIN APPRENTICESHIP

STATE OF WISCONSIN DEPARTMENT OF INDUSTRY, LABOR, AND HUMAN RELATIONS
MADISON, WIS.

Grant 92-53-70-17
Project completed fiscal year 1974

WOMEN IN APPRENTICESHIP—WHY NOT?

Norma Briggs
August 1973

Report Descriptors: SEX DISCRIMINATION; VOCATIONAL GUIDANCE; VOCATIONAL TRAINING; APPRENTICESHIP; APPRENTICESHIP RETENTION; VOCATIONAL EDUCATION; WOMEN'S OCCUPATIONS; WOMEN; WISCONSIN; FILMS

NTIS PB227727/AS
GPO MANPOWER RESEARCH MONOGRAPH NO. 33 (1974)

2C. ENGINEERS

2-017 AEROSPACE EMPLOYMENT PROJECT: FINDING NEW CAREERS IN LOCAL GOVERNMENT FOR UNEMPLOYED ENGINEERS AND SCIENTISTS

LEAGUE OF CITIES—CONFERENCE OF MAYORS, INC.
WASHINGTON, D.C.

Contract 82-11-71-22
Project completed fiscal year 1973

ADAPTING PROFESSIONAL MANPOWER FROM AEROSPACE TO URBAN GOVERNMENT: FINAL REPORT, AEROSPACE ORIENTATION PROGRAM

William L. C. Wheaton, Warren W. Jones, and Warren H. Fox
August 1972

GPO—report is available from Government Printing Office.
MA—report is available from Manpower Administration.
See page iii for further information about ordering reports.

Report Descriptors: ENGINEERS; SCIENTISTS; AEROSPACE INDUSTRY; UNEMPLOYED; JOB SEARCH; SELF-HELP FOR JOBSEEKERS; REEMPLOYMENT ASSISTANCE; LAYOFFS; STATE AND LOCAL GOVERNMENTS; ORIENTATION

NTIS PB221622/AS

AEROSPACE EMPLOYMENT PROJECT—FINAL REPORT

Michael A. DiNunzio
August 1972

Report Descriptors: ENGINEERS; SCIENTISTS; AEROSPACE INDUSTRY; UNEMPLOYED; JOB SEARCH; SELF-HELP FOR JOBSEEKERS; REEMPLOYMENT ASSISTANCE; LAYOFFS; STATE AND LOCAL GOVERNMENTS; ORIENTATION

NTIS PB213670/AS

2-018 LABOR MARKET EXPERIENCE FOR ENGINEERS DURING PERIODS OF CHANGING DEMAND

CENTER FOR POLICY RESEARCH, INC.
NEW YORK, N.Y.

Grant 21-36-73-30
Project completed fiscal year 1974

Dr. Trevor Bain
November 1973

Report Descriptors: ENGINEERS; SCIENTISTS; TECHNICIANS; MANPOWER PROJECTIONS; LABOR MARKET BEHAVIOR; JOB SEARCH; STATE-OF-THE-ART PAPERS; MANPOWER NEEDS; UTILIZATION OF MANPOWER RESEARCH AND DEVELOPMENT

NTIS PB227220/AS
MA
GPO MANPOWER RESEARCH MONOGRAPH NO. 35

2D. PRISONERS, OFFENDERS, AND EX-OFFENDERS

2-019* ANALYSIS OF THE EVOLUTION AND IMPACT OF THE DEPARTMENT OF LABOR'S BONDING ASSISTANCE DEMONSTRATION PROGRAM

CONTRACT RESEARCH CORPORATION
BELMONT, MASS.

Dr. Lawrence Bailis

Contract 20-25-75-01
Project still in progress

Descriptors: BONDING ASSISTANCE; CORRECTIONS

The principal objective of this project is to conduct a systematic analysis of the experimental Bonding Assistance Demonstration projects, and their successors in the Federal Bonding Program to determine the impact of fidelity bonding efforts for ex-offenders and others as they have evolved over 8 years toward the status of a nationwide program under the U.S. Employment Service.

To carry out this effort, the contractor is analyzing approximately 2,000 MA-110 forms (history of employment of bondee), following up approximately 6,000 bondees in 10 to 15 cities, conducting a followup of a sample of approximately 5,000 employers, conducting a followup with fidelity insurers and the surety association, and spot checking approximately 300 claims of bonding default to determine the impact this has had on bondees' future employment.

2-020 AN ASSESSMENT OF THE MANPOWER EFFORT IN THE CRIMINAL JUSTICE AND CORRECTIONAL SETTING

CRIMINAL JUSTICE RESEARCH, INC.
CAMBRIDGE, MASS.

Grant 92-25-72-18
Project completed fiscal year 1973

THE FIRST DECADE OF EXPERIENCE: A SYNTHESIS OF MANPOWER R&D PROJECTS IN CRIMINAL JUSTICE AND CORRECTIONS (1963-1973)

Dr. Roberta Rovner-Pieczenik
July 1973

Report Descriptors: CORRECTIONS; MANPOWER PLANNING, RESEARCH, AND DEVELOPMENT

NTIS PB220081/AS
GPO MANPOWER RESEARCH MONOGRAPH NO. 28

2-021 THE COMMUNITY INTEGRATION PROGRAM: INNOVATION TOWARD ALTERNATIVES TO INCARCERATION

NATIONAL COUNCIL ON CRIME AND DELINQUENCY
WASHINGTON, D.C.

Ann Parker

Grant 92-11-72-32
Project completed fiscal year 1975

Descriptors: CORRECTIONS; INTERSYSTEM LINKAGES

A handbook, describing in detail how to develop and operate a community-based correctional program and built on experience with operating such programs, was prepared to guide program developers. The handbook focuses primarily on policies and activities prior to actual implementation of a community-based correctional program as well as on the actual operation of such a program.

SO YOU WANT TO START A COMMUNITY CORRECTIONS PROJECT

Ann Parker, Carol MacDonald and Justus Freimund
November 1974

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

Report Descriptors: CORRECTIONS; YOUTH; STATE AND LOCAL GOVERNMENTS; METHODOLOGY, ASSESSMENT AND EVALUATION; EFFECTIVENESS OF PROGRAMS

NTIS PB241436/AS

2-022* Demonstration Program of Transitional Financial Aid to Ex-Offenders with Related Legal Analysis, Central Coordination, and Information Dissemination

AMERICAN BAR ASSOCIATION: COMMISSION ON CORRECTIONAL FACILITIES AND SERVICES
WASHINGTON, D.C.

Daniel L. Skoler

Grant 21-11-75-19
Project still in progress

Descriptors: CORRECTIONS; WAGE SUBSIDIES; SUPPORTIVE SERVICES; INCOME MAINTANENCE; JOB PLACEMENT

The overall objectives of this grant are to: (1) Provide national coordination, direction, integration, and assessment of a two-State demonstration program to test the efficacy of transitional financial aid in promoting productive community reintegration and reducing recidivism among ex-offenders released from State prisons; (2) determine whether released offenders receiving weekly payments for stipulated periods comparable to weekly unemployment benefits will exhibit a better record of avoidance of new criminal activity than offenders not receiving such direct financial assistance; and (3) ascertain how existing State and Federal legislation, administrative regulation, and agency procedures would need to be adjusted or modified to permit experimentation of correctional and employment security systems in all States with feasible models of transitional financial aid programs as an integral part of the correctional and manpower service systems in such jurisdictions.

The grantee will provide technical assistance and will chronicle and assess the outcome of the projects. The grantee will also develop legislative and regulatory models for guidance in establishing transitional financial assistance for released offenders and a clearinghouse for information relating to these activities.

See projects funded under grants A20-48-75-44 and A20-13-75-46 for a description of the related demonstration projects in the two demonstration States.

2-023 Development of a Model Assessment and Classification System for Correctional Institutions

UNIVERSITY OF MINNESOTA
MINNEAPOLIS, MINN.

Dr. Lowell W. Hellervik

Grant 21-27-73-09
Project completed fiscal year 1975

Descriptors: ASSESSMENT OF APPLICANTS AND TRAINEE; WOMEN; MEN; VOCATIONAL TRAINING; TESTING; CORRECTIONS

This project developed a model assessment and classification system for male and female adult correctional institutions to: (1) Improve decisions on assignments to vocational training programs and (2) achieve a better match between offenders and their jobs after release. The model is not concerned with custody classifications except as they impact on occupational/training possibilities.

The project included intensive examinations of 14 correctional institutions plus an audit of inmate occupational skills and interests at one institution.

The model combines procedures used in several areas of vocational psychology: Paper and pencil job aptitude testing, work samples and other forms of behavioral simulations of job situations, individual vocational counseling, and other techniques emerging as relatively structured products now achieving wide popularity in business and government as tools for both *identifying* potential supervisors and managers and *specifying developmental steps* they might take to help them reach their potential.
October 1974

Report Descriptors: CORRECTIONS; MEN; WOMEN; SUPERVISION; TESTING; ASSESSMENT AND EVALUATION; COUNSELING AND GUIDANCE; TRAINING

NTIS

2-024* Employing Female Ex-Offenders in the Banking and Finance Industry

CHASE MANHATTAN BANK
NEW YORK, N.Y.
AND
PRIVATE CONCERNS, INC.
NEW YORK, N.Y.

Barbara Taylor, Private Concerns, Inc.

Grant 21-36-75-03
Project still in progress

Descriptors: CORRECTIONS; WOMEN; BANKING INDUSTRY; TRAINING; NEW YORK, NEW YORK

The objective of this project is to provide guaranteed employment in the Chase Manhattan Bank for female inmates who will receive training and other services from the bank while they are in prison, as well as followup services once they are employed. The project involves assessment of a female offender population participating in the program and documentation of changes in the correctional system and the bank that follow implementation of the program. Project staff will prepare brief reports oriented toward specific audiences in the correctional system, the banking community, and other participating groups.

2-025* Expansion of Pretrial Intervention Programs

AMERICAN BAR ASSOCIATION
WASHINGTON, D.C.

Arnold Hopkins

Grant 21-11-73-32
Project still in progress

Descriptors: PRETRIAL INTERVENTION; CORRECTIONS

The purpose of this grant is to stimulate wider adoption of pretrial intervention programs, using local resources, based on findings, recommendations, and experiences of U.S. Department of Labor efforts in this area.

Approximately 15 cities were selected on the basis of need, receptivity, and potential resources for the organization of 6 to 10 pretrial intervention programs, relying on the resources of local budgets, foundations, and other grant-in-aid sources.

The project acted to: (1) Communicate the values of the program to prosecutors, courts, and social service agencies; (2) explain the practical details of implementation, including safeguards to protect the public interest; and (3) provide handbooks, problem analyses, alternative approaches, and demonstration results.

Thirteen cities have been organized to start pretrial intervention programs.

Technical assistance was welcomed from the project and has proved effective.

LEGAL ISSUES AND CHARACTERISTICS OF PRETRIAL INTERVENTION PROGRAMS

Michael Biel
April 1974

Report Descriptors: PRETRIAL INTERVENTION; CORRECTIONS; HANDBOOKS

Available from National Pretrial Intervention Service Center, 1800 M St., NW., Washington, D.C. 20036.

DIRECTORY OF CRIMINAL JUSTICE DIVERSION PROGRAM (REVISED APRIL, 1975)

April 1974

Report Descriptors: PRETRIAL INTERVENTION; CORRECTIONS

NTIS PB241928/AS
Available from National Pretrial Intervention Service Center, 1800 M St., NW., Washington, D.C. 20036.

PRETRIAL INTERVENTION STRATEGIES: AN EVALUATION OF POLICY-RELATED RESEARCH AND POLICYMAKER PERCEPTIONS

Roberta Rovner-Pieczenik
November 1974

NTIS PB242050/AS
National Pretrial Intervention Service Center, 1800 M Street, NW., Washington, D.C. 20036

SOURCE BOOK IN PRETRIAL CRIMINAL JUSTICE INTERVENTION TECHNIQUES AND ACTION PROGRAMS

May 1974

NTIS
National Pretrial Intervention Service Center, 1800 M Street, NW., Washington, D.C. 20036

LEGAL ISSUES IN ADDICT DIVERSION: A LAYMAN'S GUIDE

Harvey S. Perlman
September 1974

NTIS PB242051/AS
National Pretrial Intervention Service Center, 1800 M Street, NW., Washington, D.C. 20036

2-026 The Experimental Manpower Laboratory for Corrections

REHABILITATION RESEARCH FOUNDATION
MONTGOMERY, ALA.

Dr. John M. McKee and Dr. Michael A. Milan

Grant 21-01-73-38 (formerly Contracts 82-01-69-06, 82-01-67-36, and 82-01-07)
Project completed fiscal year 1975

Descriptors: CORRECTIONS; BEHAVIOR MODIFICATION; EXPERIMENTAL MANPOWER LABORATORIES; INDIVIDUALIZED INSTRUCTION; BONDING ASSISTANCE; EMPLOYMENT SERVICE STAFF; COUNSELING AND GUIDANCE; JOB DEVELOPMENT; MOBILITY ASSISTANCE

The Experimental Manpower Laboratory for Corrections (EMLC) grew out of the Draper Project, a 3-year experimental and demonstration prisoner training project. The laboratory is built on the knowledge gained from the Draper Project, conducted experimental studies to measure the impact of given types of programing, and clarified further problems that impede rehabilitation. The laboratory developed and tested new program intervention strategies which appear effective in increasing a trainee prisoner's ability to meet the demands of a "free world."

The laboratory has experimented with the token economy approach as a means for reinforcing desirable social traits among trainees and has used behavior modification techniques to train correctional officers as change agents in the rehabilitation process. The laboratory also acted as a central resource unit for the experimental and demonstration bonding program in the various prisoner training projects throughout the country, and this effort helped to pave the way for a smooth transition from a group of experimental projects to the Labor Department's Federal Bonding Program, now operating on a nationwide basis through 2,400 public employment service offices.

The EMLC started its fourth phase of operation in March 1973, completing the token economy and correctional officer projects, as well as longitudinal studies of inmate-trainees, at the Draper Correctional Center. The EMLC implemented and tested the "Draper Model" of behavior modification at a juvenile corrections facility (Mt. Meigs) and tested the feasibility of a community assistance model for released prisoners, in cooperation with the University of Alabama at Tuscaloosa.

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

The principal findings of the laboratory have been reported in numerous documents, monographs, reports, research briefs, and articles in professional journals, as well as at various conferences and meetings. Its primary medium of dissemination has been bimonthly newsletter, *Pacesetter*, which includes summaries of its own work, of other Manpower Administration efforts, and of work in the corrections field in general. This is distributed to over 3,000 people in the corrections and rehabilitation field. A companion piece, *Intervene*, is published bimonthly, primarily as a house organ for the Draper Center correctional staff and prisoners, in an attempt to involve the prisoners with the prison and training staff.

EMLC conducted a number of studies, among which are those determining: (1) The employment barriers that face ex-offenders in various industries; (2) the usefulness of labor mobility and bonding assistance upon release; and (3) the perceptions of prisoners, correctional officers, MDTA instructors, and employment service personnel about MDTA prisoner training programs conducted in the Draper Correctional Center.

In designing training programs for inmates, the EMLC developed and prepared a manual on an Individually Prescribed Instruction (IPI) System for the delivery of basic education. This has since been installed at a number of places in the prison system of Georgia, and is the basis of a project which is extending it to vocational education (see contract 82-25-71-10). Also developed and now ready for export is an Individualized Reading Instruction System (IRIS), designed to begin with total illiterates and go through grade 12. The laboratory staff is developing a final report on the complete laboratory operations for publication in summer 1975.

Information on activities and accomplishments is contained in the periodic reports of the Experimental Manpower Laboratory for Corrections. A partial listing of publications appears in the Phase II report; the full listing and copies of reports can be obtained by writing the Experimental Manpower Laboratory for Corrections, Rehabilitation Research Foundation, P.O. Box 3587, Montgomery, Ala. 36109.

BONDING ASSISTANCE DEMONSTRATION PROJECT IN PRISONER TRAINING PROGRAMS

Robert R. Smith
September 1972

Report Descriptors: BONDING ASSISTANCE; CORRECTIONS; EXPERIMENTAL MANPOWER LABORATORIES
MA

A MANUAL FOR THE USE OF THE ENVIRONMENTAL DEPRIVATION SCALE (EDS) IN CORRECTIONS: THE PREDICTION OF CRIMINAL BEHAVIOR

Dr. W. O. Jenkins and W. Lee Sanford
October 1972

Report Descriptors: CORRECTIONS; TESTING; ENVIRONMENTAL DEPRIVATION SCALE (EDS); HANDBOOKS

NTIS PB223924/AS

THE MEASUREMENT AND PREDICTION OF CRIMINAL BEHAVIOR AND RECIDIVISM: THE ENVIRONMENTAL DEPRIVATION SCALE (EDS) AND THE MALADAPTIVE BEHAVIOR RECORD (MBR)

Dr. W. O. Jenkins and others
December 1972

Report Descriptors: CORRECTIONS; TESTING; MALADAPTIVE BEHAVIOR RECORD; ENVIRONMENTAL DEPRIVATION SCALE (EDS); HANDBOOKS

NTIS PB213738/AS

THE MALADAPTIVE BEHAVIOR RECORD (MBR): A SCALE FOR THE ANALYSIS AND PREDICTION OF COMMUNITY ADJUSTMENT AND RECIDIVISM OF OFFENDERS

Marlin Barton and Dr. W. O. Jenkins
January 1973

Report Descriptors: CORRECTIONS; TESTING; MALADAPTIVE BEHAVIOR RECORD; HANDBOOKS

NTIS PB222949/AS

EXPERIMENTAL MANPOWER LABORATORY FOR CORRECTIONS: PHASE III FINAL REPORT

Dr. John M. McKee
February 1973

Report Descriptors: CORRECTIONS; BEHAVIOR MODIFICATION; EXPERIMENTAL MANPOWER LABORATORIES

NTIS PB220216/AS

CORRECTIONAL OFFICER TRAINING IN BEHAVIOR MODIFICATION: FINAL REPORT, 1970-1973

Robert R. Smith, Dr. W. O. Jenkins, and L. A Hart
June 1973

Report Descriptors: CORRECTIONS; BEHAVIOR MODIFICATION; TECHNICAL TRAINING

NTIS PB222301/AS

A LONGITUDINAL FOLLOWUP INVESTIGATION OF THE POST-RELEASE BEHAVIOR OF PAROLED OR RELEASED OFFENDERS

Dr. W. O. Jenkins and others
February 1973

Report Descriptors: CORRECTIONS; BEHAVIOR MODIFICATION; LONGITUDINAL SURVEYS

PROGRESS REPORT ON PHASE IV: MARCH THROUGH JUNE 1973

Dr. John M. McKee
July 1973

Report Descriptors: CORRECTIONS; BEHAVIOR MODIFICATION; EXPERIMENTAL MANPOWER LABORATORIES
ERIC ce001197

PHASE IV, INTERIM FINAL REPORT: THE EXPERIMENTAL MANPOWER LABORATORY FOR CORRECTIONS

Dr. John M. McKee
January 1974

Report Descriptors: CORRECTIONS; BEHAVIOR MODIFICATION; EXPERIMENTAL MANPOWER LABORATORIES

INDIVIDUALIZED READING INSTRUCTIONAL SYSTEM (IRIS)

Paul W. Cayton and Norma B. Brewer
August 1973

Report Descriptors: BASIC EDUCATION, TRAINING, INDIVIDUALIZED INSTRUCTION, HANDBOOKS, PROGRAMED INSTRUCTION, INSTRUCTIONAL MATERIALS

NTIS PB236431/AS

BEHAVIORAL INTERVIEW GUIDE (BIG)

A. D. Witherspoon, E. K. deValera, Dr. W. O. Jenkins, and W. Lee Sanford
December 1973

Report Descriptors: CORRECTIONS; COUNSELING AND GUIDANCE, HANDBOOKS

NTIS PB236205/AS

THE POST-PRISON ANALYSIS OF CRIMINAL BEHAVIOR AND LONGITUDINAL FOLLOWUP EVALUATION OF INSTITUTIONAL TREATMENT

Dr. W. O. Jenkins and others
February 1974

Report Descriptors: CORRECTIONS, BEHAVIOR MODIFICATION, EXPERIMENTAL MANPOWER LABORATORIES, TESTING

NTIS PB236413/AS

THE WEEKLY ACTIVITY RECORD (WAR): A MEASURE OF TIME ALLOCATION IN THE ANALYSIS AND PREDICTION OF CRIMINAL BEHAVIOR AND RECIDIVISM

Dr. W. O. Jenkins and others
March 1974

Report Descriptors: CORRECTIONS; COUNSELING AND GUIDANCE, PREDICTION OF SUCCESS IN PROGRAMS

NTIS PB236268/AS

THE MALADAPTIVE BEHAVIOR RECORD (MBR): THE ROLE OF MALADAPTIVE REACTION PATTERNS IN THE ANALYSIS AND PREDICTION OF CRIMINAL BEHAVIOR AND RECIDIVISM

Dr. W. O. Jenkins and others
April 1974

Report Descriptors: MALADAPTIVE BEHAVIOR RECORD; CORRECTIONS, TESTING

NTIS PB236213/AS

A SURVEY OF EX-OFFENDER EMPLOYMENT POLICIES IN AMERICAN CORRECTIONAL AGENCIES

Robert R. Smith, Larry F. Wood, and Dr. Michael A. Milan
May 1974

Report Descriptors: HIRING PRACTICES; CORRECTIONS

A SURVEY OF THE STUDY-RELEASE POLICIES OF AMERICAN CORRECTIONAL AGENCIES

Robert R. Smith, Dr. John M. McKee, and Dr. Michael A. Milan
May 1974

Report Descriptors: CORRECTIONS; EDUCATION

NTIS PB236618/AS

THE LAW ENCOUNTER SEVERITY SCALE (LESS): A CRITERION FOR CRIMINAL BEHAVIOR AND RECIDIVISM

A. D. Witherspoon, E. K. deValera, and Dr. W. O. Jenkins
August 1973

Report Descriptors: CORRECTIONS; LAW ENFORCEMENT

NTIS PB236852/AS

THE ENVIRONMENTAL DEPRIVATION SCALE (EDS): THE ROLE OF ENVIRONMENTAL FACTORS IN THE ANALYSIS AND PREDICTION OF CRIMINAL BEHAVIOR AND RECIDIVISM

Dr. W. O. Jenkins
May 1974

Report Descriptors: ENVIRONMENTAL DEPRIVATION SCALE (EDS); CORRECTIONS; ADJUSTMENT

CORRECTIONAL OFFICER TRAINING PACKAGE IN BEHAVIOR MODIFICATION: SEVENTEEN SELF-INSTRUCTIONAL BOOKLETS WITH INSTRUCTOR'S GUIDE

Robert R. Smith and Betty Chapman Pennington
November 1973

Report Descriptors: CORRECTIONS; BEHAVIOR MODIFICATION; COUNSELING AND GUIDANCE, REHABILITATION; HANDBOOKS; PROGRAMED INSTRUCTION

NTIS PB222301/AS

APPLIED BEHAVIOR ANALYSIS AND THE IMPRISONED ADULT FELON, PROJECT I: THE CELLBLOCK TOKEN ECONOMY

Dr. Michael A. Milan, Jerry G. Rogers, Larry F. Wood, Lee R. Hampton, Robert L. Williams and Dr. John M. McKee
October 1974

Report Descriptors: BEHAVIOR MODIFICATION; CORRECTIONS; EXPERIMENTAL MANPOWER LABORATORIES; INCENTIVES; REHABILITATION

NTIS PB236833/AS
Available from Rehabilitation Research Foundation, P.O. Box 3587, Montgomery, Ala. 36109

2-027* EXPERIMENTAL RESEARCH AND INCOME MAINTENANCE PROJECT FOR EX-OFFENDERS

GEORGIA DEPARTMENT OF LABOR
ATLANTA, GA.

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

Noel T. Smith

Grant 20-13-75-46
Project still in progress

Descriptors: CORRECTIONS, WAGE SUBSIDIES, SUPPORTIVE SERVICES, INCOME MAINTENANCE, JOB PLACEMENT

The objective of this project is to test and study the effects that transitional financial aid to newly released ex-offenders, with and without job placement assistance, may have in contributing to their reentry into the labor force, reduction in rates of rearrest, and overall adjustment to life outside prison.

Attention will focus on whether persons receiving weekly payments for stipulated periods equal in amount to the State's weekly unemployment compensation benefits will fare better in these matters than individuals not granted monetary assistance. Four questions in particular will be explored: (1) Does money work? (2) Does money work better over a longer period than over a shorter period? (3) What is the effect of alternative financial incentive and penalty systems on willingness to work? (4) Does job placement work?

The grantee will recruit into the project approximately 800 ex-offenders of virtually all types coming out of prison during a specified period. Randomly assigned, about half will receive financial assistance — some for 13 weeks, some for 26 weeks. The other half will not receive financial support, but some of them will get job placement assistance. Another 1,000 persons will be followed solely by analysis of computerized data. Assistance payments will be distributed through the unemployment insurance system and will approximate weekly unemployment compensation benefits.

2-028* Experimental Research and Income Maintenance Project for Ex-Offenders

OFFICE OF THE GOVERNOR OF TEXAS, CRIMINAL JUSTICE DIVISION
AUSTIN, TEX.

Ralph Jones

Grant 20-48-75-44
Project still in progress

Descriptors: CORRECTIONS, WAGE SUBSIDIES, SUPPORTIVE SERVICES, INCOME MAINTENANCE; JOB PLACEMENT

For description of this project, see grant 20-13-75-46.

2-029* A Model Female Offender Program

ENTROPY LIMITED
BELMONT, MASS.

Laurel Rans

Grant 21-25-75-11
Project still in progress

Descriptors: CORRECTIONS; WOMEN; TRAINING

The basic objective of this project is to explore whether providing comprehensive manpower services that help female offenders get and keep gainful jobs can effectively reduce the operating costs of the criminal justice system and aid in rehabilitating these offenders. An attempt will be made to demonstrate the viability of alternatives to incarceration. The project will also involve analyses of selected existing data bases on female offenders and the collection and dissemination of bibliographic information about them.

2-030* A Mutual Agreement Program (MAP) to Improve Communication and Coordination Between Paroling Authorities and Inmate Training Programs

AMERICAN CORRECTIONAL ASSOCIATION
COLLEGE PARK, MD.

Leon Leiberg

Grant 92-24-72-37 (formerly Contracts 89-11-71-01 and 89-24-72-02)
Project still in progress

Descriptors: CORRECTIONS, TRAINING PRACTICES

In the demonstration phase, the purpose of this project was to implement three variations of a model to coordinate inmate training, employment, and parole release. A contract involving an inmate, in corrections and parole is basic. If the inmate achieves the training and behavioral goals of the contract, he is guaranteed a release date.

Corrections and paroling authorities are engaged to develop a training plan with an inmate, and to make such administrative arrangements as are necessary within each State structure, to effect coordination of release with completion of inmate training.

Technical assistance in developing State plans is being given to interested States in the utilization phase.

The report listed below is available from American Correctional Association, 4321 Hartwick Road, College Park, Md. 20740.

THE MUTUAL AGREEMENT PROGRAM: A PLANNED CHANGE IN CORRECTIONAL SERVICE DELIVERY
November 1973

Report Descriptors: TRAINING PRACTICES, CORRECTIONS; HANDBOOKS

NTIS PB211187/AS

2-031* The Role of Prison Industries Now and in the Future: A Planning Study

GEORGETOWN UNIVERSITY
WASHINGTON, D.C.

Herbert S. Miller, Institute of Criminal Law and Procedure

Grant 21-11-73-03
Project still in progress

Descriptors: PRISON INDUSTRIES; CORRECTIONS; OFFENDER EMPLOYMENT RESTRICTION LAWS

This study analyzes the merits, limitations, and problems of various approaches to prison industry and recommends specific measures and programs to improve prison industries.

The grantee examined Federal and State legislation affecting prison industries, visited prison industries in four States, and reviewed the literature on the subject. Several observations emerged from this study.

Most prison industries are not now meeting the major goals of these industries, as identified by correctional administrators and industries personnel.

Before improvements in prison industries can be planned, several things are necessary, including: (1) Greater agreement as to goals of corrections, and (2) better accounting systems, so that the true economic costs of prison industries are known.

The most appropriate model for prison industries is probably private industry. More attention needs to be given to market analysis, competition for jobs, higher pay, improved management, longer work days, and other factors that remove prison industries from the restrictions of the prison milieu.

2-032 Shared Decisionmaking as a Treatment Tool in Prison Management

THE MURTON FOUNDATION FOR CRIMINAL JUSTICE, INC.
MINNEAPOLIS, MINN.

Dr. Thomas O. Murton

Grant 21-27-74-29
Project completed fiscal year 1975

Descriptors: CORRECTIONS; LITERATURE REVIEW; ORGANIZATIONA STRUCTURE; WORKER PARTICIPATION IN MANAGEMENT

The project developed an innovative shared decisionmaking model for use in correctional institutions. An extensive review of the correctional literature relative to participatory management, and to a lesser extent educational and industrial literature, resulted in the development of distinct typologies of decisionmaking models. To ascertain the current state of the art, the researcher sent mail questionnaires to all adult institutions known to have some form of council or committee structure.

No evidence was discovered to indicate that research or evaluation has been conducted to assess the effects of participatory management on either the institutions or the participants.

Nonetheless, there is some evidence to indicate that there are some real, measurable positive effects resulting from involving the participants in their own destiny. The "full participatory" model of prison management has never been implemented.

March 1975
January 1974

Report Descriptors: CORRECTIONS; WOMEN; MEN; ORGANIZATIONA STRUCTURE; SUPERVISION; WORKER PARTICIPATION IN MANAGEMENT; METHODOLOGY; ASSESSMENT AND EVALUATION; EFFECTIVENESS OF PROGRAMS

NTIS PB240883/AS

2-033* Study of Effects on Ex-Prisoners of Financial Aid and Employment Assistance Programs Designed to Facilitate Post-Release Adjustment

BUREAU OF SOCIAL SCIENCE RESEARCH, INC.
WASHINGTON, D.C.

Dr. Kenneth J. Lenihan

Contract 82-11-71-45
Project still in progress

Descriptors: CORRECTIONS; WAGE SUBSIDIES; SUPPORTIVE SERVICES; INCOME MAINTENANCE; JOB PLACEMENT; MARYLAND, BALTIMORE

This study is attempting to determine whether ex-prisoners would be less prone to commit further crimes if they had some financial support immediately after release from incarceration.

More specifically, this experimental project is assessing the impact of financial aid and job placement services in reducing recidivism and/or enhancing subsequent employment among ex-prisoners.

A total of 432 ex-prisoners has been recruited for the project and randomly assigned to one of four groups as follows: (1) Subjects receiving both financial aid and employment assistance; (2) subjects receiving financial aid only; (3) subjects receiving employment assistance only; and (4) a control group of subjects not receiving any services. The subjects are being interviewed monthly for a period of 1 year after release with respect to job search, employment patterns, illegal activities, expenditures, and social relations.

2-034 A Study of Projects Dealing with the Rehabilitation of Women Offenders

DISTRICT OF COLUMBIA COMMISSION ON THE STATUS OF WOMEN
WASHINGTON, D.C.

Virginia A. McArthur

Grant 92-11-72-05
Project completed fiscal year 1975

Descriptors: CORRECTIONS; WOMEN; REHABILITATION; TRAINING PRACTICES

The purposes of this project were: (1) To determine what commonalities, including innovative training

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***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

methods and techniques, exist among various projects that are rehabilitating women offenders and (2) to disseminate this information among women offender programs.

From observing various women offender training programs in a few major geographic areas, the project identified the most effective and innovative techniques, including nontraditional job training for women, which would lend themselves to wider implementation. In addition, the principal investigator assessed other techniques used in general offender training programs which may be implemented in women's prisons.

FROM CONVICT TO CITIZEN: PROGRAMS FOR THE WOMAN OFFENDER

June 1974

Report Descriptors: CORRECTIONS; REHABILITATION; WOMEN

NTIS PB236170/AS
MA
Also available from D.C. Commission on the Status of Women, District Building, Rm. 204, 14th and E Streets, NW. Washington, D.C. 20004.

2-035* A Survey of Vocational Training in Federal and State Correctional Institutions

BATTELLE MEMORIAL INSTITUTE
COLUMBUS, OHIO

Dr. Girard W. Levy

Contract 89-39-72-01
Project still in progress

Descriptors: CORRECTIONS; WOMEN; MEN; VOCATIONAL TRAINING

This study will provide information about the quality and quantity of vocational training available in Federal and State correctional institutions.

Data for the study have been collected from a mail survey of all Federal and State correctional institutions. Other sources of information included site visits to 10 percent of these institutions and personal interviews conducted with a small sample of inmates.

Preliminary findings indicate that institutions with vocational training programs spend less than 7 percent of their total budget on vocational training. Most of the institutions do not offer sufficient programs to meet individual inmate needs. Only about 40 percent of those inmates enrolled in vocational training programs actually complete all phases of training.

2-036* Utilization of Findings on Offender Employment Restrictions

AMERICAN BAR ASSOCIATION
WASHINGTON, D.C.

James Hunt

Contract 82-11-72-02
Project still in progress

Descriptors: CORRECTIONS; EMPLOYMENT POLICY; DISCRIMINATION; OCCUPATIONAL LICENSING; OFFENDER EMPLOYMENT RESTRICTION LAWS.

The principal objective of the project is to develop a program to help remove formal barriers to the employment of ex-offenders.

The contractor collects pertinent studies, monographs, findings, results, and analyses from the Department of Labor and other organizations and agencies and synthesizes and packages these materials and suggested solutions designed to remove unreasonable barriers to offender employment.

It was found possible to effect changes in the laws restricting public employment and/or occupational licensing of ex-offenders in 18 States and the contractor was instrumental in affecting bills pending in a number of other States. The project has demonstrated that legislators and employers are amenable to removing arbitrary employment barriers for ex-offenders.

LAWS, LICENSES, AND THE OFFENDER'S RIGHT TO WORK: A STUDY OF STATE LAWS RESTRICTING THE OCCUPATIONAL LICENSING OF FORMER OFFENDERS, INCLUDING A MODEL STATUTE AND ANALYSIS

June 1973

Report Descriptors: CORRECTIONS; EMPLOYMENT POLICY; OCCUPATIONAL LICENSING; OFFENDER EMPLOYMENT RESTRICTION LAWS; HANDBOOKS

NTIS PB241906/AS
Available from National Clearinghouse on Offender Employment Restrictions 1800 M St., NW., Washington, D.C. 20036.

REMOVING OFFENDER EMPLOYMENT RESTRICTIONS: A HANDBOOK ON REMEDIAL LEGISLATION AND OTHER TECHNIQUES FOR ALLEVIATING FORMAL EMPLOYMENT RESTRICTIONS CONFRONTING EX-OFFENDERS

March 1973

Report Descriptors: CORRECTIONS; EMPLOYMENT POLICY; OCCUPATIONAL LICENSING; OFFENDER EMPLOYMENT RESTRICTION LAWS; HANDBOOKS

NTIS PB242102/AS
Available from National Clearinghouse on Offender Employment Restrictions, 1800 M St., NW., Washington, D.C. 20036.

GUIDE TO LEGISLATIVE ACTION

James W. Hunt, and James E. Bowers
January 1975

Report Descriptors: CORRECTIONS; EMPLOYMENT POLICY; DISCRIMINATION; OFFENDER EMPLOYMENT RESTRICTION LAWS; DISTRICT OF COLUMBIA; HANDBOOKS

NTIS PB241899/AS
National Clearinghouse on Offender Employment Restrictions, 1800 M Street NW., Washington, D.C. 20036

CONSTITUTIONAL CHALLENGES TO EMPLOYMENT DISABILITY STATUTES

Robert Plotkin
October 1974

NTIS PB242052/AS
National Clearinghouse on Offender Employment Restrictions, Washington, D.C. 20036

2-036A* National Resource Center on Women Offenders

Descriptors: CORRECTIONS; DISCRIMINATION; SEX DIFFERENCES, SEX DISCRIMINATION; DISTRICT OF COLUMBIA

The principal objective of this project is to increase public awareness of the problems of the woman offender and to stimulate activity aimed at their solution.

The center activities include receiving and disseminating information, analysis of data, publishing a bimonthly newsletter, identifying and coordinating existing State and local groups working in behalf of women offenders, and encouraging State and national remedial legislation dealing with women offenders.

2-037 Work Release: Toward an Understanding of the Law, Policy, and Operation of Community-Based State Corrections

SOUTHERN ILLINOIS UNIVERSITY
CARBONDALE, ILL.

Contract 89-17-71-03
Project completed fiscal year 1973

VOL. 1, SUMMARY OF PROCEDURES AND FINDINGS

Richard M. Swanson
June 1973

Report Descriptors: REHABILITATION; CORRECTIONS; OFFENDER EMPLOYMENT RESTRICTION LAWS; WORK-EXPERIENCE PROGRAMS

NTIS PB222309/AS

VOL. 2, TECHNICAL REPORTS AND APPENDICES

Richard M. Swanson
June 1973

Report Descriptors: REHABILITATION; CORRECTIONS; OFFENDER EMPLOYMENT RESTRICTION LAWS; WORK-EXPERIENCE PROGRAMS

NTIS PB222310/AS

A SURVEY OF STATE CORRECTIONAL WORK RELEASE PROGRAMS

Richard M. Swanson
June 1973

Report Descriptors: REHABILITATION; CORRECTIONS; OFFENDER EMPLOYMENT RESTRICTION LAWS; WORK-EXPERIENCE PROGRAMS
Available from Southern Illinois University, Center for the Study of Crime, Delinquency and Corrections, Carbondale, Ill. 62901 ($1.25).

2E. RACIAL AND ETHNIC MINORITIES

2-038* Assessment of Job Placement Service in Colleges with Predominantly Black Students

ULTRASYSTEMS, INC.
NEWPORT BEACH, CALIF.

Dr. Franklin G. Fisher

Contract 20-06-75-11
Project still in progress

Descriptors: BLACK/WHITE; TRANSITION FROM SCHOOL TO WORK; COLLEGE GRADUATES; EDUCATION; CAREER GOALS; UNIVERSITIES AND COLLEGES; JOB PLACEMENT

The researcher will conduct an assessment of the placement services in a representative sample of 4-year colleges with predominately black student populations and their predominately white counterparts. The study will seek to answer such questions as: How does the placement process function and operate in the colleges? Are there differences between the placement services at black and at white colleges? If so, what are these differences and why do they exist? Is placement a part of the colleges' educational effort? What types of jobs do students in particular disciplines obtain?

Thirty colleges (15 white and 15 black) will be visited and a sample of student, administrators and faculty at each school will be interviewed. Data will also be obtained from the college placement office and from employers of recent college graduates.

2-039* Demonstration Program to Serve Young Black Girls in Memphis, Tennessee

SOCIAL SERVICE DELIVERY SYSTEMS
MEMPHIS, TENN.

Andrew Fox and Julius Harrington

Contract 20-47-75-12 (formerly Grant 42-47-73-01)
Project still in progress

Descriptors: ROLE MODELS; YOUNG WOMEN; YOUTH PROGRAMS; TEENAGERS; DROPOUTS; ATTITUDES; BLACKS; WORK-EXPERIENCE PROGRAMS

This project is testing whether a program of peer group reinforcement, role model aides, and constructive work experience can promote a significant degree of positive

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***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

behavior and attitude change among inner-city black girls in their early teens. The hypothesis is that work experience combined with peer group reinforcement will lead to reduced school dropout rates after age 16 and improved labor market experiences for the students upon leaving school. Ninety 14- and 15-year-old girls who appear to be potential dropouts constitute these study groups. Two groups work after school in day care or recreation centers, assisting in the care of children aged 6 to 12. The other group serves as a control for this demonstration. The girls in one of the groups also participate in periodic "rap" sessions, assisted by a role model aide.

See also contract 42-36-73-02.

2-040* LABOR FORCE CHARACTERISTICS AND MIGRATION EXPERIENCE OF THE PUERTO RICANS

FORDHAM UNIVERSITY
BRONX, N.Y.
AND
UNIVERSITY OF PUERTO RICO, SOCIAL RESEARCH CENTER
RIO PIEDRAS, P.R.

John J. Macisco, Jr., and Pedro Vales

Grant 21-36-74-23
Project still in progress

Descriptors: LABOR FORCE PARTICIPATION; LABOR FORCE BEHAVIOR; LABOR MOBILITY; MIGRANTS; MIGRATION; PUERTO RICANS; MINORITIES; UNEMPLOYED; HANDICAPPED; WOMEN; MEN; NEW YORK, NEW YORK; PUERTO RICO

The project will examine the labor force characteristics of Puerto Rican migrants to New York and return migrants to Puerto Rico, determining to what extent characteristics such as unemployment, low-status occupation, and disability are associated with migration. Questions such as the following will be answered: (1) What is the recent labor force experience of Puerto Ricans of varying migrant status living in New York and those living in Puerto Rico in 1970? (2) What factors are associated with low labor force participation rates of Puerto Rican women? (3) What is the association between disability and unemployment among Puerto Ricans? (4) How do first generation Puerto Ricans differ from the second generation along sociodemographic dimensions?

For this, project staff will analyze special tabulations of the U.S. Census data for the New York SMSA and for Puerto Rico. The special cross tabulations of new census questions on labor force status, together with traditional labor force and other socioeconomic items, will provide new analytic insights into the current labor force status of Puerto Rican migrants.

2-041* MINORITY WOMEN EMPLOYMENT PROGRAM: A DEMONSTRATION PROGRAM TO FACILITATE ENTRY OF MINORITY WOMEN INTO MANAGERIAL, PROFESSIONAL, AND TECHNICAL OCCUPATIONS

RECRUITMENT AND TRAINING PROGRAM, INC.
NEW YORK, N.Y.

Ernest Green, Executive Director of Recruitment and Training Program, Inc., Alexis Herman and Paulette Nowell

Contract 20-36-75-15
Project still in progress

Descriptors: PILOT STUDY; RECRUITMENT; WHITE-COLLAR OCCUPATIONS; MINORITIES; WOMEN; EMPLOYMENT OPPORTUNITIES; PROFESSIONALS; CAREER CHOICE; LABOR SUPPLY; JOB PLACEMENT; SUPPORTIVE SERVICES; JOB DEVELOPMENT

The Minority Women Employment Program was begun in Atlanta in 1972 (grant 21-48-73-33), replicated in Houston a year later (grant 21-36-73-35), and has now been expanded to Dallas, New Orleans, Denver, and the Cincinnati-Dayton and Tulsa-Oklahoma City labor market areas.

The project is testing the efficacy of a combined outreach and employer persuasion approach in overcoming obstacles to the employment of minority women in professional, managerial, and technical jobs. Project staff serve as a bridge between employers and prospective employees, utilizing special techniques such as outreach in recruiting, assisting applicants in obtaining necessary credentials, coaching them in job-hiring procedures, and making appropriate contacts with industry leaders. The program is showing successful results in placing unemployed and underemployed college-educated minority women in professional and well-paying white-collar jobs in industries and firms in which their participation had previously been, at best, minimal. Minority women have been hired in occupations such as chemist, accountant, management trainee, and engineer. Many of the placements are in firms which had neither minority nor women professionals in their better paying jobs.

2-042 MODEL URBAN INDIAN CENTERS

OFFICE OF NATIVE AMERICAN PROGRAMS, OFFICE OF HUMAN DEVELOPMENT, U.S. DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE
WASHINGTON, D.C.

Dr. George Blue Spruce, Director, Office of Native American Programs

Contract 82-11-71-13
Project completed fiscal year 1975

Descriptors: DISCRIMINATION; SOCIAL CHANGE; INDIANS; MINORITIES; SUPPORTIVE SERVICES; URBAN AREAS; INDIAN MANPOWER PROGRAMS (CETA); MINNESOTA, MINNEAPOLIS;

CALIFORNIA, LOS ANGELES; NEW MEXICO, GALLUP; ALASKA, FAIRBANKS

This project tested a comprehensive approach—through an Urban Indian Center—to meet special problems of Indians residing in urban areas. The pilot centers tried to meet the human service needs of urban Indians and develop approaches and techniques to serve as prototypes for other urban Indian centers.

The project was administered through the Department of Health, Education, and Welfare in its third and final year, after being administered by the Office of Economic Opportunity for the first 2 years of project activity. Participating agencies (HEW, HUD, DOL, OEO) furnished representation to an Interagency Project Review Board (IPRB) which gave broad guidance to project activities. The project operated four model urban Indian centers to develop, test, and demonstrate new methods of obtaining and delivering human services. The project was not intended to bypass existing social services and set up parallel systems, but rather to help make public agencies more responsive to the needs of Indians. The four model centers were located in Minneapolis; Gallup, N.M.; Los Angeles; and Fairbanks, Alaska.

No report is available.

2-043 NEGRO CONSTRUCTION CRAFTSMEN IN A SOUTHERN LABOR MARKET

LOUISIANA STATE UNIVERSITY, NEW ORLEANS
NEW ORLEANS, LA.

Contract 81-20-70-20
Project completed fiscal year 1973

Dr. Theresa R. Shapiro
August 1972

Report Descriptors: APPRENTICESHIP OUTREACH PROGRAMS; CRAFT WORKERS; BLACKS; CARPENTERS; SOUTHERN STATES; CONSTRUCTION INDUSTRY

NTIS PB212233/AS

2-044* NEGRO EMPLOYMENT IN THE SOUTH: THE FEDERAL SERVICE AND THE CONSTRUCTION INDUSTRY

THE UNIVERSITY OF TEXAS
AUSTIN, TEX.

Dr. F. Ray Marshall, Department of Economics

Contract 81-46-70-24
Project still in progress

Descriptors: BLACKS; UPGRADING; EMPLOYMENT OPPORTUNITIES; EMPLOYMENT POLICY; FEDERAL GOVERNMENT; CONSTRUCTION INDUSTRY; SOUTHERN STATES; MINORITY BUSINESS ENTERPRISE; MEXICAN AMERICANS; EMPLOYMENT PATTERNS

This three-part study expands the researcher's study of Negro employment patterns in the South. The first component of the present study is an examination of patterns of Negro employment in the Federal service in 13 States and 25 metropolitan areas of the South; the second, an examination of patterns of employment among minority construction contractors in Atlanta, Houston, Chicago, and Oakland-San Francisco; the third, research to update and analyze more completely Negro employment in selected southern SMSA's through use of data from the 1970 Census of Population. This last segment is being completed under grant 21-21-74-27.

The Federal service study has added to the earlier study the 1969 data available from the Civil Service Commission and has collected more detailed information through field interviews.

In the construction study, selected civil rights and union leaders, minority and white contractors, and others with construction industry experience were interviewed to obtain a profile of minority contractors and their firms, a picture of their operations and the problems they face, and their views toward upgrading.

The research, using 1970 census data, supplements the earlier study concerning such questions as: Where are Negroes underrepresented in employment and higher paying jobs? Where have the greatest gains been made? What are the prospects for Negro employment in southern metropolitan areas? How do employment patterns described by the 1970 census data differ from those revealed by data from the Equal Employment Opportunity Commission?

Preliminary findings show that Negro construction contractors in Houston and Atlanta, and Mexican-American contractors in Houston have significant potential for advancement which could be realized with appropriate financial and technical assistance. The researcher suggests that support and encouragement of local minority contractors' associations would be a highly desirable way of reaching minority contractors and helping them to enlarge their scale of operations.

2-045 NEGRO EMPLOYMENT IN THE SOUTH

THE UNIVERSITY OF KENTUCKY RESEARCH FOUNDATION
LEXINGTON, KY.

Contract 81-19-68-13
Project completed fiscal year 1973

NEGRO EMPLOYMENT IN THE SOUTH

VOL. 1

Dr. F. Ray Marshall
February 1973

Report Descriptors: BLACKS; UPGRADING; OCCUPATIONAL MOBILITY; RACIAL DISCRIMINATION; EMPLOYER ATTITUDES; FARMWORKERS; INDUSTRIAL MOBILITY; EMPLOYMENT PATTERNS; METROPOLITAN AREAS; SOUTHERN STATES; LITERATURE REVIEW

NTIS PB219612
MA

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

VOL. 2

Dr. F. Ray Marshall
February 1973

Report Descriptors: BLACKS; UPGRADING; OCCUPATIONAL MOBILITY; RACIAL DISCRIMINATION; EMPLOYER ATTITUDES; EMPLOYMENT PATTERNS; SOUTHERN STATES; EMPLOYMENT OPPORTUNITIES; LITERATURE REVIEW

NTIS PB219613
MA

VOL. 3

Dr. F. Ray Marshall
February 1973

Report Descriptors: BLACKS; UPGRADING; OCCUPATIONAL MOBILITY; RACIAL DISCRIMINATION; EMPLOYER ATTITUDES; STATE AND LOCAL GOVERNMENTS; SOUTHERN STATES; FEDERAL GOVERNMENT; CONSTRUCTION INDUSTRY; MINORITY BUSINESS ENTERPRISE; EMPLOYMENT OPPORTUNITIES; LITERATURE REVIEW

NTIS PB219614
MA

NTIS PB219611-SET (219612-219614)

NEGRO EMPLOYMENT IN THE SOUTH—MANPOWER RESEARCH MONOGRAPH NO. 23

VOL. 1, THE HOUSTON LABOR MARKET

Vernon M. Briggs, Jr.
March 1971

Report Descriptors: BLACKS; UPGRADING; OCCUPATIONAL MOBILITY; INDUSTRY PRACTICES; RACIAL DISCRIMINATION; EMPLOYER ATTITUDES; EMPLOYMENT OPPORTUNITIES; TEXAS, HOUSTON
GPO

VOL. 2, THE MEMPHIS LABOR MARKET

Arvil Van Adams
1973

Report Descriptors: BLACKS; UPGRADING; OCCUPATIONAL MOBILITY; INDUSTRY PRACTICES; RACIAL DISCRIMINATION; EMPLOYER ATTITUDES; EMPLOYMENT OPPORTUNITIES; TENNESSEE, MEMPHIS
GPO

VOL. 3, STATE AND LOCAL GOVERNMENTS

David R. Ross
January 1973

Report Descriptors: BLACKS; UPGRADING; OCCUPATIONAL MOBILITY; RACIAL DISCRIMINATION; EMPLOYER ATTITUDES; STATE AND LOCAL GOVERNMENTS; EMPLOYMENT OPPORTUNITIES
GPO

2-046 NEW TECHNIQUES IN COMBATING DISCRIMINATION IN WHITE-COLLAR OCCUPATIONS: THE HIGHER ACHIEVEMENT PROGRAM OF HOUSTON

THE NATIONAL URBAN LEAGUE
WASHINGTON, D.C.

Contract 82-36-71-35
Project completed fiscal year 1973
January 1973

Report Descriptors: DISCRIMINATION; BLACKS; HIRING PRACTICES; JOB DEVELOPMENT; EMPLOYMENT OPPORTUNITIES; WHITE-COLLAR OCCUPATIONS; WOMEN; TEXAS, HOUSTON

NTIS PB220403

2-047* A PILOT PROJECT TO DEMONSTRATE WAYS OF OVERCOMING BARRIERS TO EMPLOYMENT OF MINORITY WOMEN IN WHITE-COLLAR JOBS: HOUSTON

RECRUITMENT AND TRAINING PROGRAM, INC.
NEW YORK, N.Y.

Ernest Green

Grant 21-36-73-35
Project still in progress

Descriptors: PILOT STUDY; RECRUITMENT; WHITE-COLLAR OCCUPATIONS; MINORITIES; WOMEN; EMPLOYMENT OPPORTUNITIES; PROFESSIONALS; CAREER CHOICE; LABOR SUPPLY; JOB PLACEMENT; SUPPORTIVE SERVICES; JOB DEVELOPMENT; TEXAS, HOUSTON

This project is testing the efficacy of a combined outreach and employer persuasion approach in surmounting obstacles to the employment of minority women in white-collar jobs in Houston. It is a replication of the project for minority women in Atlanta, which is reported below (grant 21-48-73-33) and is part of a project replicating the study in five other major American cities (contract 20-36-75-15).

The project is recruiting qualified applicants, training them to take tests, contacting employers with job openings, and assisting the applicants in completing applications. An assessment component is measuring the program's effectiveness in recruiting, training, and placement.

2-048* A PILOT PROJECT TO OVERCOME BARRIERS TO EMPLOYMENT OF MINORITY WOMEN IN WHITE-COLLAR JOBS: ATLANTA

THE UNIVERSITY OF TEXAS
AUSTIN, TEX.

Dr. F. Ray Marshall, Department of Economics

Grant 21-48-73-33 (formerly Contract 82-48-71-38)
Project still in progress

Descriptors: PILOT STUDY; WHITE-COLLAR OCCUPATIONS; MINORITIES; WOMEN; EMPLOYMENT OPPORTUNITIES; PROFESSIONALS; CAREER GOALS; LABOR SUPPLY; JOB PLACEMENT; SUPPORTIVE SERVICES; JOB DEVELOPMENT; GEORGIA, ATLANTA

This is a demonstration project in Atlanta to enhance the opportunities for minority women to penetrate white-collar jobs in growth occupations where their employment thus far has been minimal. The project is designed to test the efficacy of a combined outreach and employer persuasion approach in surmounting employment discrimination toward minority group women. It is part of a project which replicates this program in other major American cities (contract 20-36-75-15).

The project selects subjects from the local community, prepares them to take tests, and places them in jobs with local industry. An assessment component is designing the supportive service package (including tutoring, motivation, and job placement), chronicling the experience of the subjects, and evaluating the success of the demonstration.

The project is showing dramatically successful results in overcoming barriers to employment of minority women in well-paying white-collar and professional jobs. It has come to be regarded as a source for high caliber applicants by industry, with companies now regularly turning to it for assistance in hiring; and it has placed minority women in professional jobs such as chemist, accountant, management trainee, and engineer. Many were placed in firms which had not previously employed minority professionals or women.

2-049* SPANISH AMERICANS IN THE LABOR MARKET

THE UNIVERSITY OF KENTUCKY
LEXINGTON, KY.

Dr. George Wilber

Grant 21-21-74-08
Project still in progress

Descriptors: INCOME; DISCRIMINATION; EMPLOYMENT PATTERNS; LABOR FORCE PARTICIPATION; MINORITIES; SPANISH-SPEAKING AMERICANS; INDIANS; AGE DIFFERENCES; SEX DIFFERENCES; OCCUPATIONAL MOBILITY

This study is analyzing employment discrimination against Spanish Americans, American Indians, and American Orientals. The objectives are to: (1) Measure, describe, and assess labor force participation of the groups; (2) describe and explain their occupational achievement and occupational mobility; and (3) describe and explain their earnings from employment. Special attention will be given to age and sex differentials and to the subgroups of the Spanish American population.

Information is from the 1-percent Public Use Sample of the 1970 census. Occupation scores will be calculated to measure occupational achievement and mobility; an index of dissimilarity will measure degree of discrimination; and descriptive cross-tabulations, analysis of variance, and regression models will measure factors related to labor force participation and accomplishments among the groups. The findings will be compared with data on the black and the majority population groups.

2-050* STUDY OF THE PITTSBURGH PLAN

CARNEGIE-MELLON UNIVERSITY
PITTSBURGH, PA.

Otto A. Davis

Grant 21-42-74-20
Project still in progress

Descriptors: MINORITIES; CONSTRUCTION INDUSTRY; RECRUITMENT; TRAINING; TURNOVER; UNION ENTRY; CRAFT WORKERS; AFFIRMATIVE ACTION PLANS; PREAPPRENTICE TRAINING; PENNSYLVANIA, PITTSBURGH

The project will examine the Pittsburgh Plan for placing a proportionate representation of minorities in the skilled crafts construction unions of Allegheny County. Its objectives are to determine the causes of such problems as the significant turnover of trainees and the less than adequate ability to get those who have gone through the program to pass union tests. It will also develop a management systems model for a successful affirmative action plan by: (1) Identifying variables for successful minority participation in the form of guidelines for recruitment, selection, and placement; (2) establishing a quantitative assessment system to measure program performance in terms of recruitment, selection, training, placement, and followup; and (3) providing technical assistance to the program's management.

In order to accomplish this, the project staff will first use questionnaires and personal interviews to obtain a detailed description of personal characteristics and attitudes of participants completing the training and those who drop out. Secondly, the staff will assess the three training organizations involved in the preapprenticeship program. The researchers will also collect data from field supervisors and followup counselors and demographic data on a sample of nonminority apprentices. Finally, the ramifications of placement as a "holding operation" will be determined for those trainees who have taken the union test but have not yet been placed.

2F. VETERANS

2-051* AN ANALYSIS OF TRAINING UNDER THE GI BILL

THE PUBLIC RESEARCH INSTITUTE OF THE CENTER FOR NAVAL ANALYSIS
ARLINGTON, VA.

Dr. Dave O'Neill

Grant 21-51-75-14
Project still in progress

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

Descriptors: GI BILL OF RIGHTS, RETURNS ON EDUCATIONAL INVESTMENT; TRAINING EFFECTIVENESS AND IMPACT; VETERANS; RETURNS ON TRAINING; TRAINING PROGRAM MANAGEMENT

This study has three major components: (1) An examination of GI bill administrative procedures, problems, and costs; (2) the extent of its utilization by different demographic groups; and (3) an assessment of the effects of training and education provided in the program on subsequent earnings and work experience.

The administrative aspects will include the amount of assistance and direction the Veterans Administration (VA) staff gives to clients in selecting suitable institutions and the procedures and criteria for certifying and recertifying such institutions. This will be accomplished through examining written guidelines and procedures and interviewing VA national office and field staff and officials of State approving agencies.

The utilization aspects will include the kinds of training or education taken, the length of training or education, the kind of school or institution, and the cost—all broken down by demographic characteristics of the participants. This information will be generated from VA and Department of Defense (DOD) records and data banks.

The assessment of effects on earnings and employment experience will utilize social security data to gain a longitudinal picture for several years after termination of GI bill training or education. A comparison group will be developed from VA and DOD records, and their earnings and employment experience will be similarly traced.

2-052 FACILITATING EMPLOYMENT OF DISABLED VETERANS

HUMAN RESOURCES RESEARCH ORGANIZATION
ALEXANDRIA, VA.

Dr. Thurlow R. Wilson

Grant 21-51-73-46
Project completed fiscal year 1975

Descriptors: VETERANS; HANDICAPPED; JOB SEARCH; JOB PLACEMENT; GI BILL OF RIGHTS

To study employment problems facing disabled Vietnam-era veterans and ways of helping them find work, the researchers obtained information and comments from several sources, mainly from the veterans themselves. A mail survey of disabled veterans produced 7,800 responses. The sample was drawn in such a way that statistically defensible statements can be made about the disabled veteran population and about various subpopulations as well. In addition to the mail survey of disabled veterans, interviews were conducted with some of these veterans to learn more about their employment experiences. Also, small-scale studies were conducted to provide background information and perspective. Information was gathered from employers, representatives of national veterans' assistance organizations, State employment service personnel, State Veterans Employment Representatives, and Veterans Administration (VA) personnel. Finally, some outstanding programs for handicapped workers were examined to learn about various successful approaches in dealing with employment of the severely disabled.

For disabled Vietnam-era veterans as a whole, having a severe disability (as determined by the VA's disability rating) is associated with high unemployment, lower pay, and being out of the labor force and not in training. The disabled veteran most likely to be unemployed is young, a minority, single, and has less than a 12th-grade education.

Except for the college graduates, severely disabled veterans, whether defined by age, race, education, or marital status, have more difficulty than the slightly disabled veterans in finding a job and, if working, are working for lower pay. Among college graduates under 30 years of age, the differences between slightly and severely disabled veterans in employment (unemployment rate, type of job, rate of pay) are minimal. On the other hand, the effects of a severe disability are especially pronounced among the high school dropouts. Among disabled veterans who are high school dropouts, those slightly disabled have an 18-percent unemployment rate compared to 31-percent for those severely disabled.

DISABLED VETERANS OF THE VIETNAM ERA: EMPLOYMENT PROBLEMS AND PROGRAMS

Dr. Thurlow R. Wilson, John A. Richards and Deborah H. Bercini
January 1975

Report Descriptors: VETERANS; ARMED FORCES; TRAINING; VOCATIONAL GUIDANCE; HANDICAPPED; EMPLOYER SERVICES; PUBLIC EMPLOYMENT SERVICE; HEALTH; MEN; SUPERVISION; LABOR MARKET BEHAVIOR

NTIS

WANTED — JOBS WITH FAIR PAY FOR VETERANS WITH (DIS)ABILITIES

Dr. Thurlow R. Wilson and John A. Richards
December 1974

Report Descriptors: VETERANS; HANDICAPPED; VOCATIONAL GUIDANCE; EMPLOYER SERVICES; HEALTH; PUBLIC EMPLOYMENT SERVICE; HANDBOOKS

MA

Human Resources Research Organization, 300 North Washington St., Alexandria, Va. 22314

2-053 PROJECT VEHTS (VERSATILE EMPLOYMENT OF HEALTH-TRAINED SERVICEMEN) TO ASSIST CIVILIAN HOSPITALS IN HIRING AND RETAINING MILITARY-TRAINED PERSONNEL

ROBERT R. NATHAN ASSOCIATES, INC.
WASHINGTON, D.C.

Contract 82-11-71-42
Project completed fiscal year 1974

PROJECT VEHTS- FIRST INTERIM REPORT

Edward D. Hollander
June 1972

GPO—report is available from Government Printing Office.
MA—report is available from Manpower Administration.
See page iii for further information about ordering reports.

Report Descriptors: VETERANS, HEALTH MANPOWER; UPGRADING; MILITARY TRAINING; OCCUPATIONAL LICENSING; LABOR SUPPLY, ILLINOIS, CHICAGO

NTIS PB212626/AS

PROJECT VERSATILE EMPLOYMENT OF HEALTH-TRAINED SERVICEMEN—FINAL REPORT JUNE 1971-JUNE 1973

Harriet M. Kriesberg and Edward D. Hollander
December 1973

Report Descriptors: VETERANS, HEALTH MANPOWER; UPGRADING; MILITARY TRAINING; OCCUPATIONAL LICENSING; LABOR SUPPLY, ILLINOIS, CHICAGO

NTIS PB227717/AS

MEDICAL VETERAN UTILIZATION MANUAL

Robert R. Nathan Associates
December 1973

Report Descriptors: HEALTH MANPOWER; VETERANS; VERSATILE EMPLOYMENT OF HEALTH TRAINED SERVICEMEN; COUNSELING AND GUIDANCE; JOB DEVELOPMENT; HANDBOOKS

NTIS PB227902/AS
Also available from Robert R. Nathan Associates, 1200 18th Street, NW., Washington, D.C. 20036.

MEDICAL VETERAN INTERVIEWING GUIDE

Robert R. Nathan Associates, Inc.
March 1974

Report Descriptors: HEALTH MANPOWER; VETERANS; VERSATILE EMPLOYMENT OF HEALTH TRAINED SERVICEMEN; COUNSELING AND GUIDANCE; JOB DEVELOPMENT; HANDBOOKS
MA
Also available from Robert R. Nathan Associates, 1200 18th Street, NW., Washington, D.C. 20036.

2-054 Study of Exemplary Rehabilitation Certificate Program

HUMAN RESOURCES RESEARCH ORGANIZATION
ALEXANDRIA, VA.

Grant 92-51-72-15
Project completed fiscal year 1973

EMPLOYMENT ASSISTANCE TO EX-SERVICEMEN WITH OTHER THAN HONORABLE DISCHARGES: A STUDY OF THE DEPARTMENT OF LABOR'S EXEMPLARY REHABILITATION CERTIFICATE PROGRAM

Thurlow R. Wilson, Robert M. Madsen, and John A. Richards

Report Descriptors: VETERANS; EXEMPLARY REHABILITATION CERTIFICATE PROGRAM; EFFECTIVENESS OF PROGRAMS

NTIS PB220314/AS
ERIC ed 078154

2G. WELFARE RECIPIENTS AND OTHER UNEMPLOYED

2-055* Assessment of WIN and Welfare Tax Credits

IMPACT, INC.
MINNEAPOLIS, MINN.

David L. Thompson

Contract 51-27-75-03
Project still in progress

Descriptors: TAXES; WORK INCENTIVE PROGRAM (WIN); JOB CREATION; EMPLOYMENT OPPORTUNITIES

As an overall assessment of the Work Incentive (WIN) and Aid to Families with Dependent Children (AFDC) tax credit programs, this project will seek answers to the following questions: (1) To what degree are tax credits a factor in employer decisions to hire WIN registrants and welfare recipients? (2) What are the differences in usage of the WIN and the welfare tax credits? (3) What provisions or features of the tax credits contribute to or inhibit their use and effectiveness? (4) How do costs of the program (especially tax revenue decreases) compare with savings generated by the program (especially welfare savings, wages and/or taxes, and social security revenue increases)? (5) What are the implications of the findings for legislation, policy, program design, and operation? (6) How can the program be changed to increase its use and to make it more cost beneficial?

To answer these questions, the project will assemble a data base consisting of basic data on the extent of the tax credit programs, descriptive data about employers, descriptions of jobs and wages, information on worker characteristics and experience, and data on the influences and results of the tax credit programs. There will be four different approaches to the assembly and analysis of these data: (1) Collection and analysis of base data from operation reports and records; (2) an employer survey; (3) comparisons based on differences in geographic areas (matching demonstration areas against low-impact areas); and (4) impact analysis using composite findings to address questions of the net impact of the tax credit provisions.

2-056 Decisionmaking in the WIN Program

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Contract 51-24-69-10
Project completed fiscal year 1974

INCENTIVES AND DISINCENTIVES TO PARTICIPATION IN THE WORK INCENTIVE PROGRAM

Dr. Charles D. Garvin
January 1974

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

Report Descriptors: WORK INCENTIVE PROGRAM (WIN), WELFARE PROGRAMS; INCENTIVES; SOCIAL SERVICE EMPLOYEES; MOTHERS

NTIS PB231585/AS

2-057 Decisionmaking In the WIN Program

CASE WESTERN RESERVE UNIVERSITY
CLEVELAND, OHIO

Contract 51-37-69-11
Project completed fiscal year 1974
For report see contract 51-37-69-10.

2-058 Decisionmaking in the WIN Program

THE UNIVERSITY OF CHICAGO
CHICAGO, ILL.

Contract 51-15-69-08
Project completed fiscal year 1974
For report see contract 51-37-69-10.

2-059 The Design of Two Potential WIN Demonstration Projects

SYSTEMS IN EDUCATION AND TRAINING, INC.
MIAMI, FLA.

Graham A. Lewis, President

Contract 51-12-74-02
Project completed fiscal year 1975

Descriptors: WORK INCENTIVE PROGRAM (WIN); VOUCHERS FOR TRAINING; SUPPORTIVE SERVICES; FAMILIES; JOB OPPORTUNITIES IN THE BUSINESS SECTOR (JOBS)

This project developed designs for two potential demonstration projects. The first involved the use of vouchers to private employers for training and subsequent employment. This experiment would be similar to the Job Opportunities in the Business Sector (JOBS) Program except that participants would negotiate their own arrangements with private employers rather than have program staff do it for them. The second design was for a project to provide family support by a social work group to a number of families having members participating in manpower programs. Support would be provided during training and for 6 months subsequent to placement to determine the employment and family stability of the support group as against a control group receiving no such support. The project resulted in two distinct experimental designs that could be implemented if judged to be feasible and desirable. However, no implementation resulted.

2-060 Developing a Model WIN Project for Rural Areas

NORTH STAR RESEARCH AND DEVELOPMENT INSTITUTE
MINNEAPOLIS, MINN.

Contract 51-25-70-08
Project completed fiscal year 1973

THE WIN PROGRAM IN RURAL AREAS: RECOMMENDATIONS

William F. Henry, Guy H. Miles, and Joseph M. Reid

Report Descriptors: WORK INCENTIVE PROGRAM (WIN); RURAL AREAS; MODELS; SOCIAL CHANGE

NTIS
MA

2-061* Feasibility Study for the Introduction of Vouchers into the Work Incentive Program

BUREAU OF SOCIAL SCIENCE RESEARCH, INC.
WASHINGTON, D.C.

Dr. Ann Richardson

Grants 51-11-73-02 and 51-41-74-01
Project still in progress

Descriptors: VOUCHERS FOR TRAINING; VOCATIONAL EDUCATION; WORK INCENTIVE PROGRAM (WIN); TRAINING ALLOWANCES; WELFARE RECIPIENTS

The objectives of this grant are to: (1) Determine the administrative feasibility of the use of vouchers for the purchase of manpower training services by WIN participants; (2) estimate the administrative costs and benefits of using vouchers for training in comparison with current WIN practices; and (3) develop a detailed design for a more comprehensive formal experiment.

As a test of the feasibility of utilizing vouchers for the purchase of job-related education and training, vouchers were issued to about 150 WIN clients. The researcher will evaluate the results to: (1) Identify, and plan to control for, administrative and procedural problems that could develop in the formal experiment; (2) estimate the potential costs and benefits of using vouchers over current WIN practices; (3) determine and refine project specifications, including eligibility criteria, types of training and vendors, limitations on duration and value of vouchers, and nature of counseling procedures used; (4) develop and refine formal experimental design; and (5) estimate operational and research budgets involved.

As data from the feasibility study continue to be collected, the voucher concept has been broadened to include the use of vouchers for the purchase of on-the-job training with private employers. Implementation of this broader concept is underway with on-the-job training vouchers expected to be issued by June 1975. The study, with longitudinal followup, is expected to be completed early in 1978.

GPO – report is available from Government Printing Office.
MA – report is available from Manpower Administration.
See page iii for further information about ordering reports.

THE FEASIBILITY OF VOUCHERED TRAINING IN WIN: REPORT OF THE FIRST PHASE OF A STUDY
Dr. Ann Richardson and Dr. Laure M. Sharp
December 1974

NTIS

2-062* INCENTIVES AND DISINCENTIVES IN THE WIN PROGRAM

INTERSTUDY, WELFARE POLICY DIVISION
MINNEAPOLIS, MINN.

Earl Hokenson, J.D.

Grant 51-27-73-09
Project still in progress

Descriptors: INCENTIVES; WORK INCENTIVE PROGRAM (WIN), LABOR FORCE BEHAVIOR; WORK INCENTIVES

The objective of the study is to analyze the absolute and relative importance of monetary and nonmonetary incentives to WIN participants and their expressed levels of satisfaction with the incentives. The analysis will be used to encourage successful employment outcomes as a result of the WIN experience.

During phase I, the grantee developed a conceptual framework that specified the expected incentives and disincentives inherent in the WIN Program, developed and pretested survey questionnaires for both current and former WIN participants, and designed a sample framework including both WIN I and WIN II populations in the experimental and control groups. During phase II, the grantee will administer the survey questionnaire to the selected sample groups, conduct labor market analyses of the occupational categories into which study subjects have been grouped, process and analyze the data, and interpret the findings.

2-063* THE INCOME DYNAMICS OF THE POOR

UNIVERSITY OF CALIFORNIA, BERKELEY
BERKELEY, CALIF.

Dr. Frank S. Levy, Department of Economics

Grant 42-06-74-04
Project still in progress

Descriptors: WELFARE RECIPIENTS, LOW INCOME; TAXES; CULTURE OF POVERTY; POVERTY; WELFARE PATTERNS

The objective of the study is to identify the critical elements related to the income dynamics of the poor and thereby provide a broad understanding of the processes involved within the context of the marginal tax rate and the work requirement. Three specific issues will be investigated: (1) The ways in which different kinds of families enter and leave poverty; (2) the ways in which families with children leave the AFDC and AFDC-U rolls; and (3) the relative importance of factors influencing the incomes of the working poor.

For the first issue, an analysis will be conducted of the University of Michigan Survey Research Center's Panel Study of Income Dynamics, which is a 5-year longitudinal study of 5,000 households. A picture will be developed from these data of the ways in which families enter and leave poverty and the frequency of such movements. The second issue will involve an analysis of a sample of AFDC and AFDC-U families drawn from the Alameda County, Calif., Department of Welfare, to determine how families progress on the welfare rolls, the importance of the marginal tax rate, and the importance of social services in helping people leave the rolls. The third issue will focus on an analysis of the working poor based on data from the census employment surveys and Michigan panel study.

2-064 JOB PATTERNS FOR WIN TERMINEES: A COMPARATIVE STUDY OF SELF-PLACED AND WIN-PLACED JOBHOLDERS

PACIFIC TRAINING AND TECHNICAL ASSISTANCE CORPORATION
BERKELEY, CALIF.

Dr. Bradley R. Schiller

Contract 51-06-73-08
Project completed fiscal year 1975

Descriptors: WORK INCENTIVE PROGRAM (WIN); JOB PLACEMENT; SERVICE DELIVERY SYSTEMS; EMPLOYMENT PATTERNS; LABOR FORCE BEHAVIOR; ORIENTATION; SUPPORTIVE SERVICES

Objectives of the study were to: (1) Distinguish the differences between individuals who rely on placement assistance offered by ES/WIN and those who are self-placed; (2) delineate the kinds and patterns of employment associated with different modes of placement; (3) determine the extent to which the quality and accessibility of ES/WIN services vary across local areas; and (4) suggest new mechanisms for ES/WIN orientation.

A survey of 600 WIN terminees at 16 different WIN sites was conducted. Data were collected on a variety of demographic and psychological variables, including education and training, modes of placement and prior labor market experiences, work attitudes, job satisfaction, mobility patterns, and knowledge of and satisfaction with WIN services. An assessment of local WIN services also was conducted to determine the degree of job development services provided, the extent of interagency cooperation, and perceived merits and shortcomings of local activities. Data were analyzed so that the patterns of placement and mobility among WIN terminees could be described. These patterns are explained on the basis of demographic, program, and local labor market conditions.

THE PAYOFF TO JOB SEARCH: THE EXPERIENCE OF WIN TERMINEES
June 1974

NTIS

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

2-065 A Longitudinal Study of WIN Dropouts: Program and Policy Implications

UNIVERSITY OF SOUTHERN CALIFORNIA
LOS ANGELES, CALIF.

Contract 51-05-70-05
Project completed fiscal year 1973

Dr. David S. Franklin
1973

Report Descriptors: WORK INCENTIVE PROGRAM (WIN), MOTIVATION; DROPOUTS; MANPOWER PROGRAM REFORM

NTIS PB212033/AS

2-066* Paternal Authority and the Outcome of Work Training and Income Maintenance Programs

CENTER FOR RESEARCH ON THE ACTS OF MAN
PHILADELPHIA, PA.

Dr. Samuel Z. Klausner

Grants 12-42-74-11 and 51-42-73-05 (formerly contract 51-42-72-02)
Project still in progress

Descriptors: WORK INCENTIVE PROGRAM (WIN); IMPACT OF MANPOWER POLICIES; FAMILIES; FATHERS; MOTHERS

This project is a study of the relationship between family structure and economic dependency. It is predicated on the hypothesis that, where external economic factors and internal family factors predispose a family toward a matriarchal authority structure, the probability of abandonment by the father increases and the chance of escaping economic dependency decreases.

The study builds upon a 2-year, two-wave panel of 480 welfare and 100 working poor households in Camden, N.J. The economic and authoritative structures of those matrifocal families that have received work training will be compared with the structure of those that have not. The impact of the program on the reestablishment of nuclear families in these groups will be assessed. This sample will be supplemented by interviews with 100 fathers before and after WIN training. In addition, 600 low-income mothers will be interviewed following the birth of their first child. Both husband and wife will be interviewed 1 year and 2 years later, thereby catching families in the process of formation. A variety of socioeconomic data will be collected.

2-067* Physical Rehabilitation and Employment of WIN Recipients

CORNELL UNIVERSITY
ITHACA, N.Y.

Daphne A. Roe, M.D., Associate Professor of Nutrition

Grant 51-36-75-01
Project still in progress

Descriptors: HEALTH; NUTRITION; EMPLOYMENT; REHABILITATION; JOB PLACEMENT; WORK INCENTIVE PROGRAM (WIN); NEW YORK, ITHACA

The project is designed to demonstrate that persons who have marketable skills but who are currently unemployed because of health-related work disabilities can be returned to the labor market at minimal cost. A sample of AFDC recipients who would be eligible for participation in WIN, except for the presence of specific chronic disabilities, will be asked to participate in the project. If health barriers to employment can be removed at minimal administrative cost and if optimal management of health problems among such persons can increase their employability and job tenure, a meaningful welfare savings should result.

The initial group of persons referred to the project will be those with immediately marketable skills who have chronic disabilities, e.g., chronic dermatoses, nutritional anemia, back problems, late effects of injury, visual and hearing defects, obesity, and gross dental problems revealed as cosmetic defects. A health education program will be established and diet and exercise programs implemented for those with problems of obesity. Referral of subject to area physicians and clinics for treatment will be the responsibility of the principal investigator, who will act as advocate for the participants in obtaining full benefits of Medicaid to which the individual is entitled. A job development and placement program will assist participants in the transition to full-time employment.

At the present time, funding only for a brief feasibility study involving 25 clients is being undertaken to determine the administrative and operational barriers limiting the conduct of an expanded demonstration project.

2-068* A Study of Unemployment Insurance Exhaustees

MATHEMATICA, INC.
PRINCETON, N.J.

Mary J. Scowcroft

Contracts 20-34-74-23 and 11-34-74-01
Project still in progress

Descriptors: WELFARE RECIPIENTS; INCENTIVES; FAMILIES; JOB SEARCH; LABOR FORCE BEHAVIOR; TRANSITION TO WORK; DURATION OF UNEMPLOYMENT; UNEMPLOYMENT INSURANCE; UNEMPLOYMENT BENEFIT EXHAUSTEES

The objective of the study is to gain knowledge about what happens to persons and families of persons who have exhausted unemployment insurance benefits.

Five hundred persons who have exhausted unemployment insurance benefits in four different sites will be interviewed personally twice. The first interview will be at the time of exhaustion of benefits and the second will take place approximately 4 months later.

2-069* A TEST OF THE IMPACT OF FLEXIBLE WORK SCHEDULES FOR WELFARE PARTICIPANTS

UNIVERSITY OF SOUTHERN CALIFORNIA
LOS ANGELES, CALIF.

Dr. David S. Franklin

Grant 51-06-73-07
Project still in progress

Descriptors: WELFARE RECIPIENTS; MOTHERS; WORK SCHEDULES; WELFARE DEPENDENCY; LABOR FORCE PARTICIPATION WORK INCENTIVE PROGRAM (WIN); JOB PLACEMENT; JOB RETENTION; CHILD DAY CARE; EMPLOYER ATTITUDES

This project is evaluating the effectiveness of flexible work hours for mothers receiving welfare payments and the impact of such programs on welfare dependency.

Using a study group of 100 mothers, the project will: (1) Develop a variety of work schedules; (2) determine employer attitudes toward flexible schedules and their preferences for different arrangements, according to type of industry and job class; (3) estimate the cost of developing such arrangements; (4) select regular WIN participants for the project; and (5) assess the impact of flexible schedules on labor force participation rates, job placement and job retention, and welfare and day-care costs.

2-070 UNDERGRADUATE SOCIAL WORK EDUCATION AND THE NEEDS OF THE WIN PROGRAM

MICHIGAN STATE UNIVERSITY
EAST LANSING, MICH.

Contract 51-24-69-09
Project completed fiscal year 1973

Dr. Phillip M. Marcus

Report Descriptors: SOCIAL SERVICE EMPLOYEES; COLLEGE GRADUATES; WORK INCENTIVE PROGRAM (WIN); CURRICULUMS; UNIVERSITIES AND COLLEGES

2-071 WELFARE CAREERS AND LOW-WAGE EMPLOYMENT

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.
AND
WAYNE STATE UNIVERSITY
DETROIT, MICH.

Contract 51-24-69-05
Project completed fiscal year 1973

Dr. Louis A. Ferman and Dr. Joe A. Miller
1973

Report Descriptors: WORK INCENTIVE PROGRAM (WIN); JOB STABILITY; DUAL LABOR MARKETS; LOW-WAGE JOBS; LOW-WAGE INDUSTRIES; WELFARE RECIPIENTS

NTIS PB221197/AS

LOW WAGES AND THE WORKING POOR

Dr. Barry Bluestone et al.
1973

Report Descriptors: WORK INCENTIVE PROGRAM (WIN); JOB STABILITY; DUAL LABOR MARKETS; LOW-WAGE JOBS; LOW-WAGE INDUSTRIES; POVERTY

NTIS PB206095/AS

2-072 WIN RESEARCH FINDINGS UTILIZATION PROJECT

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.
AND
WAYNE STATE UNIVERSITY
DETROIT, MICH.

Grant 51-26-72-07
Project completed fiscal year 1974

WIN II, MAKING A DIFFERENCE (REPORT OF A CONFERENCE SEPTEMBER 19-21, 1972)

S. Bernard, L. Ferman, A. Lauffer, and G. Mink
1973

Report Descriptors: WORK INCENTIVE PROGRAM (WIN); CONFERENCES; UTILIZATION OF MANPOWER RESEARCH AND DEVELOPMENT

NTIS PB231530/AS

2-073* WORK AND WELFARE PATTERNS OF LOW-INCOME FAMILIES WITH AN APPLICATION TO THE PROBLEM OF CATEGORIZATION

BRANDEIS UNIVERSITY
WALTHAM, MASS.

Dr. Leonard J. Hausman, Florence Heller Graduate School for Advanced Studies in Social Welfare

Grant 51-25-73-03
Project still in progress

Descriptors: WELFARE PATTERNS; EMPLOYMENT PATTERNS; WORK INCENTIVE PROGRAM (WIN); WELFARE RECIPIENTS; JOB PLACEMENT; AID TO FAMILIES WITH DEPENDENT CHILDREN

The first part of the study involves (1) Analyzing data from a longitudinal survey of the work and welfare patterns of low-income families over a 5-year period to determine their work and welfare histories, the reasons for the observed patterns, the differences between the patterns of the welfare poor and nonwelfare poor, and the implications of those patterns for manpower policy

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*Ongoing project—final report not yet available.
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

and (2) applying these findings to the problem of calculating the cost of requiring classes of AFDC recipients to work. The second part of the study will analyze the placement potential of food stamp recipients and assess the impact of the work registration requirement.

Labor market and welfare experiences of low-income families will be traced over a 5-year period (1966-1971), using data already gathered by the Survey Research Center of the University of Michigan. That study, covering 5,000 families, will be supplemented by data tapes from a negative income tax study conducted by the Institute for Research on Poverty. Net costs for providing a given income to classes of families will be estimated for programs with different work requirement regulations. For the food stamp portion of the study, 500 heads of households in each of five sites will be surveyed. Data will be collected with respect to demographic characteristics, employment histories, wage rates, and job search activity.

2-074 The Work Incentive (WIN) Program: Making Adults Economically Independent

UNIVERSITY OF PENNSYLVANIA
PHILADELPHIA, PA.

Contract 51-40-69-01
Project completed fiscal year 1973

VOL. 1

Dr. Samuel Z. Klausner, with chapters by Jesse Bernard, Stephen Cole, Robert Lejeune, James A. Davis, Dr. Sar A. Levitan, Martin Rein, and Sheldon R. Roen
1973

Report Descriptors: WORK INCENTIVE PROGRAM (WIN); WELFARE DEPENDENCY; SOCIAL CHANGE; MOTHERS; FAMILIES

NTIS PB220204/AS

VOL. 2, BIBLIOGRAPHY AND APPENDICES

Dr. Samuel Z. Klausner and Sheldon R. Roen
1973

Report Descriptors: WORK INCENTIVE PROGRAM (WIN); WELFARE DEPENDENCY; SOCIAL CHANGE; MOTHERS; FAMILIES

NTIS PB220205/AS

2-075* Youth in the WIN Program: Problems of Retention and Placement of WIN Enrollees Under the Age of 22

BUREAU OF SOCIAL SCIENCE RESEARCH, INC.
WASHINGTON, D.C.

Laure M. Sharp

Contract 51-11-72-04
Project still in progress

Descriptors: WORK INCENTIVE PROGRAM (WIN); YOUNG WOMEN; JOB PLACEMENT; JOB RETENTION; PREDICTION OF SUCCESS IN PROGRAMS

The initial objectives of this study were: (1) To identify the problems and situations encountered by Work Incentive Program (WIN) enrollees under 22 which are not faced by those in other age groups and (2) to determine how problems peculiar to this group are related to success rates in WIN, the organization and characteristics of local WIN projects, characteristics of the total WIN clientele in a given and broader community features, such as the prevailing economic and social climate.

During phase I of the youth study, mail questionnaires were sent to local office managers of 100 WIN Projects to collect baseline data on young enrollees and to study the effects of WIN Program characteristics on dropout, placement, and termination rates. During phase II, 600 WIN enrollees under 22 were interviewed on their biographical characteristics and their perceptions of, and experiences in, the WIN Program. WIN staff at each of 10 WIN projects were interviewed on those program features and problems identified in phase I as associated with high dropout and low placement rates for enrollees under 22. Data were analyzed to identify those factors (programmatic, enrollee characteristic, or environmental) which contribute in a unique way to the success and failure of WIN enrollees under 22, as compared with those in other age groups.

Since this analysis indicated that the number of 16- and 17-year-old enrollees was too small to provide a statistically significant sample, the study design was modified to use the WIN and post-WIN experiences of participants aged 18 to 22, along with interviews of 16- and 17-year-olds at three selected sites.

YOUTH IN THE WIN PROGRAM: REPORT ON A SURVEY OF CLIENT BACKGROUNDS, PROGRAM EXPERIENCE, AND SUBSEQUENT LABOR FORCE PARTICIPATION

Ann Richardson, and Bruce B. Dunning
March 1975

2-075A* A Survey of Employers' Intentions to Use the WIN Tax Credit Program

Descriptors: WORK INCENTIVE PROGRAM (WIN); TAXES; GOVERNMENT PROGRAM IMPACT ON MANPOWER; WORK INCENTIVES; INDUSTRY PRACTICES

The objective of this study was to determine whether employers were aware of and/or were planning to take advantage of the newly passed legislation to give tax credits to employers for hiring WIN enrollees (Talmadge amendment).

The contractor mailed questionnaires to a sample of private employers who had previously hired WIN participants. The response rate was 28 percent. (A companion effort by the Bureau of National Affairs also surveyed a panel of employers who are regularly surveyed on personnel policies.)

This survey of 205 private employers with previous experience in hiring WIN enrollees revealed that: (1) Most were unaware of WIN tax credit program (WTCP); (2) most did not intend to participate; (3) additional financial incentives would not increase participation; (4) nonparticipation was a result of slack economy, WTCP red tape, union regulations, and lack of knowledge of the program; (5) participants were larger firms motivated by social obligations rather than financial incentives; and (6) crude extrapolation of survey results indicated that 2,000 employers might hire 34,000 WIN enrollees at $1.95 an hour. If they retained these workers for the required time, the related potential tax revenue would be $132 million.

These findings, while suggestive of current employer knowledge and intentions, should be treated with caution because of the small sample size and the low response rate.

EMPLOYER INTENTIONS TO USE THE WIN TAX CREDIT PROGRAM: A SURVEY OF EMPLOYERS WHO HAD PREVIOUSLY HIRED WIN ENROLLEES

J. David Roessner
August 1972

Report Descriptors: WORK INCENTIVE PROGRAM (WIN); TAXES; GOVERNMENT PROGRAM IMPACT ON MANPOWER; WORK INCENTIVES; EMPLOYER ATTITUDES

NTIS PB220210/AS
Also available from Bureau of Social Science Research, 1990 M Street, NW., Washington, D.C. 20036.

2H. WOMEN

2-076* EMPLOYER-SPONSORED CHILD DAY CARE CENTER FOR CHILDREN OF DEPARTMENT OF LABOR EMPLOYEES

EDUCATIONAL SYSTEMS CORPORATION
WASHINGTON, D.C.

Sandra Holmes and Robert Walker

Contract 9-E-5-0046 (formerly Contracts 82-11-72-12, 82-09-70-07, and 82-09-68-43)
Project still in progress

Descriptors: JOB RETENTION; EMPLOYER SERVICES; CHILD DAY CARE

The objective of this project is to demonstrate a working model of an employer-sponsored day-care center operated at a reasonable cost. The Department's center will implement a well-defined concept of child day care that recognizes the importance of the educational development of the child. Data will be recorded on costs of services provided. In addition, the demonstration will include innovative uses of available community resources or services that increase the quality of service provided and/or reduce the cost of operation.

The Women's Bureau of the Employment Standards Administration, U.S. Department of Labor, is responsible for the overall direction of this project.

2-077 EMPLOYER SPONSORED CHILD DAY CARE CENTER FOR CHILDREN OF DEPARTMENT OF LABOR EMPLOYEES

NATIONAL CHILD DAY CARE ASSOCIATION, INC.
WASHINGTON, D.C.

Contract 82-11-72-12 (formerly 82-09-70-07 and 82-09-68-43)
Project completed fiscal year 1974

CHILD DAY CARE DEMONSTRATION PROJECT FOR CHILDREN OF DEPARTMENT OF LABOR EMPLOYEES

Mattie P. Jackson and Thomas C. Taylor
December 1972

Report Descriptors: EMPLOYER SERVICES; CHILD DAY CARE

NTIS PB221288

2-078 HEALTH AND NUTRITIONAL STATUS OF WORKING AND NONWORKING MOTHERS IN POVERTY GROUPS

CORNELL UNIVERSITY
ITHACA, N.Y.

Contract 51-36-71-02
Project completed fiscal year 1974

Daphne A. Roe and Kathleen R. Eickwork
December 1973

Report Descriptors: WORK INCENTIVE PROGRAM (WIN); HEALTH; HEALTH CARE; WELFARE RECIPIENTS; EMPLOYMENT PATTERNS; MOTHERS; POVERTY

NTIS PB226821/AS

2-079 THE IMPACT OF THE NEW YORK WORKFARE PROGRAM ON EMPLOYABLE WELFARE RECIPIENTS

NEW YORK UNIVERSITY
NEW YORK, N.Y.

Dr. Hrach Bedrosian and Dr. Daniel E. Diamond, College of Business and Public Administration

Grant 51-36-72-06
Project completed fiscal year 1975

Descriptors: WELFARE RECIPIENTS; WELFARE PROGRAMS; EMPLOYABILITY DEVELOPMENT TEAMS; EMPLOYER ATTITUDES; WELFARE DEPENDENCY; HIRING PRACTICES; NEW YORK, NEW YORK

The project's objective was to assess the impact of the workfare program on the employability of welfare recipients and on employers.

The grantee investigated: (1) The impact of the workfare program on employer attitudes and hiring practices in regard to welfare recipients; (2) the cost of administer-

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

ing the program; (3) the extent to which employed welfare recipients have increased their attachment to the labor market; and (4) the contribution of the program to the solution of the welfare problem. The grantee collected data from employment service, social service, and employer records. Mail questionnaires supplemented by some personal interviews were used to collect data from employed welfare clients, employment service and social service personnel, employers of the working welfare recipients, and persons not on welfare who perform the same jobs as the welfare recipients.

The study revealed that a compulsory work component for employable welfare recipients enabled a segment of the welfare population to increase its economic independence. The proportion of welfare recipients who remained employed for 3 months or more, although smaller than that of the nonwelfare population, was sizable. Employer ratings of job performance were generally higher for nonwelfare workers than for welfare recipients, but the differences were small and were significant only in the areas of absenteeism and punctuality. Overall, the data support the contention that a substantial majority of the two populations are interchangeable.
January 1975

NTIS

2-080 Wisconsin Maternity Leave and Fringe Benefits: Policies, Practices and Problems

STATE OF WISCONSIN, BUREAU OF COMMUNITY SERVICES, DEPARTMENT OF INDUSTRY, LABOR, AND HUMAN RELATIONS
MADISON, WIS.

Jennifer Gerner

Grant 21-55-73-22
Project completed fiscal year 1975

Descriptors: SEX DISCRIMINATION; EQUAL EMPLOYMENT OPPORTUNITY COMMISSION; WOMEN; MATERNITY EMPLOYMENT PRACTICES; UNION ATTITUDES; FRINGE BENEFITS; INDUSTRY PRACTICES

This study examined the maternity leave policies and practices of employers and unions and their effects on employment patterns for women.

The researchers interviewed employers, union representatives, and workers in 300 Wisconsin firms, analyzing labor-management contracts and personnel policies relating to maternity leave and to the different treatment accorded men and women in such matters as wages, fringe benefits, and work rules and ascertaining workers' perceptions of equal opportunity in employment.

The study found that there are indications that the EEOC guidelines regarding maternity leave are not being well enforced. Maternity leave is treated as a temporary leave of absence and not as normal sickness disability. Consequently, women workers may lose some benefits.

Other discrepancies in treatment of men and women were not easily identifiable. In a survey of unionized workers, the researchers found that health plans stipulate a head-of-household requirement that usually meant men but not women were eligible to enroll their families and themselves.

A cost analysis reveals that if maternity leave were treated as a disability, the cost would be 1 percent of the total wages and fringes in all industries. In hospitals and school districts, the two areas where women predominate, the cost would be 2-1/2 percent of the total.

ECONOMIC IMPLICATIONS OF MATERNITY LEAVE
January 1975

2-081 Women and Girls Employment Enabling Services (WAGEES)

HEALTH AND WELFARE PLANNING COUNCIL OF MEMPHIS AND SHELBY COUNTY
MEMPHIS, TENN.

Leathia S. Thomas

Contract 88-47-72-02
Project completed fiscal year 1975

Descriptors: WOMEN; YOUNG WOMEN; UNDEREMPLOYMENT UNEMPLOYED; JOB PLACEMENT; JOB MATCHING; PLANT SHUTDOWN; WOMEN AND GIRLS EMPLOYMENT ENABLING SERVICES (WAGEES); VOLUNTEERS

This was a special project using trained volunteers to aid and supplement existing agency efforts to expand employment opportunities for women.

The grantee: (1) Interviewed unemployed and underemployed women workers to determine their need for placement and/or supportive services, made referrals to community agencies offering such services, followed through on referrals, and interceded when necessary; (2) worked with, sought advice from, and attempted to influence employers, unions, and other agencies in order to open up jobs for women in areas traditionally closed to them; and (3) recruited and trained volunteers to assist staff in carrying out these functions and thereby involved the local citizenry in achieving a fuller utilization of women.

The grantee found a number of approaches that helped to increase employment opportunities for women in nontraditional areas: (1) Greater focus on institutional change; (2) manpower training more closely related to the labor market; (3) inclusion of motivation and goal expectation; (4) more specific target groups; (5) operations geared to uncovered areas; (6) strong volunteer leadership; and (7) a women's resource center. 5June 1974
6Report Descriptors: WOMEN; YOUNG WOMEN; UNDEREMPLOYMENT; JOB PLACEMENT; VOLUNTEERS; LABOR MARKET INFORMATION; TENNESSEE, MEMPHIS

NTIS PB237317/AS

2-082* Women and Work Project

CENTER FOR COMMUNITY CHANGE
WASHINGTON, D.C.

GPO — report is available from Government Printing Office.
MA — report is available from Manpower Administration.
See page iii for further information about ordering reports.

Dr. Patricia C. Sexton

Grant 21-11-75-15
Project still in progress

Descriptors: STATE-OF-THE-ART PAPERS; WOMEN

The purpose of this grant is to review, synthesize, and analyze R&D findings concerned with women workers. This state-of-the-art project will review completed and ongoing R&D work sponsored by the Manpower Administration and related literature that focuses on fertility and jobs, labor force participation, health and work, job discrimination, training and education bias, and entry into nontraditional occupations. The findings of the above R&D and related literature will be analyzed and interpreted for its usefulness to the Department of Labor and other Government agencies, manpower practitioners in the public and private sectors, elected officials, educators, and professional associations.

A state-of-the-art monograph will be the final product.

2-083 WORKSHOP ON RESEARCH NEEDED TO IMPROVE THE EMPLOYMENT AND EMPLOYABILITY OF WOMEN

WOMEN'S BUREAU, U.S. DEPARTMENT OF LABOR
WASHINGTON, D.C.

Contract 20-11-74-28
Project completed fiscal year 1975

Descriptors: CONFERENCES; WOMEN; WOMEN'S OCCUPATIONS; EMPLOYABILITY DEVELOPMENT; COUNSELING AND GUIDANCE; EMPLOYMENT OPPORTUNITIES; OCCUPATIONAL MOBILITY; MANPOWER PLANNING, RESEARCH, AND DEVELOPMENT; UPGRADING; MINORITIES; WORK SCHEDULES

The purpose of this 1-day workshop on the employment situation of women was to: (1) Review research needs already identified; (2) determine other areas in which research needs are unmet, and (3) establish priorities among these areas.

Several papers were presented on special research problems relating to such research topics as minority women, part-time employment and flexible work schedules, barriers to entry and reentry to the labor market, and upward mobility of private household workers. The papers are as follows: (1) "Barriers to Entry and Reentry Into the Labor Force" by Carol L. Jusenius and Steven H. Sandell; (2) "The Conditions of Women in Blue-Collar Industrial and Service Jobs: A Review of Research and Proposals for Research, Action, and Policy" by Pamela Roby; (3) "The Earnings Gap: Research Needs and Issues" by Isabel V. Sawhill; (4) "Minority Group Women" by Patricia Cayo Sexton; (5) "Part Time Work and Flexible Hours Employment" by Carol S. Greenwald, and (6) "Upward Mobility for Private Household Workers" by David Chaplin. Copies of these papers are available upon request from the Information Office, Women's Bureau, Employment Standards Administration, Department of Labor, 200 Constitution Avenue, NW., Washington, D.C. 20210.

21. YOUTH

2-084* ADOLESCENT MINORITY FEMALES IN AN URBAN LABOR MARKET

METROPOLITAN APPLIED RESEARCH CENTER, INC.
NEW YORK, N.Y.
AND
NORTHSIDE CENTER FOR CHILD DEVELOPMENT
NEW YORK, N.Y.

Dr. Mamie P. Clark and Dr. Hylan Lewis

Grant 42-36-73-03
Project still in progress

Descriptors: ROLE MODELS; COUNSELING AND GUIDANCE; TRANSITION TO WORK; YOUNG WOMEN; BLACKS; DROPOUTS; MOTIVATION

This project is attempting to test and determine the impact of a model youth program upon the motivation of black women school dropouts aged 16 through 19 in an urban ghetto. Peer group reinforcement is used, and peer aides serve as role models.

The participants attend peer group sessions up to 15 hours per week. The sessions, facilitated by peer group aides of similar social and economic circumstances, focus on employment, labor market information, training, and related activities.

The tentative findings indicate that the peer group reinforcement model is a useful means of improving employment behavior for this target group.

2-085 ASSESSMENT OF PILOT VOCATIONAL EXPLORATION IN THE PRIVATE SECTOR (VEPS) NYC IN-SCHOOL/SUMMER PROGRAM

SAINT LOUIS UNIVERSITY
ST. LOUIS, MO.

Contract 82-29-71-34
Project completed fiscal year 1974

VOCATIONAL EXPLORATION IN THE PRIVATE SECTOR: MODEL FOR IMPLEMENTING THE 1972-73 GUIDELINES

Donald P. Sprengel and E. Allan Tomey
May 1972

Report Descriptors: VOCATIONAL EXPLORATION IN THE PRIVATE SECTOR; NEIGHBORHOOD YOUTH CORPS (NYC); YOUTH PROGRAMS; DROPOUTS

2-086 COMMUNITY ELITE CORPS

WATTS LABOR COMMUNITY ACTION COMMITTEE
LOS ANGELES, CALIF.

***Ongoing project – final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS – report is available from National Technical Information Service.

Contract 42-0-002-05 (formierly Contract 42-9-004-05)
Project completed fiscal year 1973

FINAL REPORT ON COMMUNITY ELITE CORPS

Ted Watkins
August 1973

Report Descriptors: COMMUNITY ELITE CORPS; NEIGHBORHOOD YOUTH CORPS (NYC); GHETTO RESIDENTS; WORK-EXPERIENCE PROGRAMS
MA

2-087* DAY CARE—NYC YOUTH HELPER PROGRAM

NATIONAL COMMISSION ON RESOURCES FOR YOUTH, INC.
NEW YORK, N.Y.

Mary Conway Kohler

Grant 42-1-004-36
Project still in progress

Descriptors: NEIGHBORHOOD YOUTH CORPS (NYC); WORK-EXPERIENCE PROGRAMS; CHILD DAY CARE; MEXICAN AMERICANS; MODELS; BLACKS

This project is exploring the feasibility of integrating in-school Neighborhood Youth Corps enrollees into the staffs of day care centers. The purpose of this work experience model is to: (1) Facilitate development of effective work habits; (2) provide exposure to a number of career opportunities, including the field of day care; and (3) better prepare participating youth for parental responsibilities.

The grantee established the new model at several locations among rural, urban, and suburban populations, including black, white, and Mexican American students and began development of materials for the use of others in implementing the model at new locations.

During the final phase of the project, the grantee is refining its manuals and other products and conducting an assessment of the impact of the model on participating students and institutions.

2-088 DEMONSTRATION PROJECT TO DESIGN, DEVELOP, AND TEACH A MODEL HEALTH CARE CAREER PROGRAM FOR THE NEIGHBORHOOD YOUTH CORPS

CAREER DEVELOPMENT INTERNATIONAL, INC.
BOSTON, MASS.

Contract 82-25-71-46
Project completed fiscal year 1973

Charles D. Orth III and Frederic Jacobs
June 1973

Report Descriptors: VOCATIONAL GUIDANCE; COUNSELING AND GUIDANCE; ON-THE-JOB TRAINING (OJT); WORK-STUDY PROGRAMS; WORK ATTITUDES; CAREER EXPLORATION; NEIGHBORHOOD YOUTH CORPS (NYC); GUIDELINES FOR MANPOWER PROGRAMS

NTIS PB221456/AS
MA

2-089 DEMONSTRATION PROJECT TO EXPAND THE "NYC GOES TO A COMMUNITY COLLEGE" MODEL TO THE NYC-2 (OUT OF SCHOOL) PROGRAM

EVALUATION TECHNOLOGY CORPORATION
SAN BERNARDINO, CALIF.

Contract 42-06-71-01
Project completed fiscal year 1974

FINAL REPORT: NYC-2 GOES TO COMMUNITY COLLEGE

J. W. McDaniel

August 1973

Report Descriptors: WORK-STUDY PROGRAMS; VOCATIONAL GUIDANCE; ON-THE-JOB TRAINING (OJT); GUIDELINES FOR MANPOWER PROGRAMS

2-090* DEVELOPING MODEL NYC PROGRAMS FOR RURAL YOUTH

NORTH STAR RESEARCH AND DEVELOPMENT INSTITUTE
MINNEAPOLIS, MINN.

Dr. Guy H. Miles, Vice President

Contract 41-1-001-27
Project still in progress

Descriptors: MODELS; RURAL AREAS; NEIGHBORHOOD YOUTH CORPS (NYC); IOWA; MINNESOTA; NEBRASKA

This project builds upon the results of the researcher's earlier study of NYC projects (contract 41-7-006-25) for rural youth in the North Central States. The present study has four phases. Phase I developed a model program emphasizing those factors shown by the prior research to have a positive effect on the future of the program enrollees. Three models were operated during phase II and baseline data on the operations were collected. Phase III determined how effective the rural youth program has been by comparing the occupational and social adjustment attained by youth who completed the program with the adjustment of matched control subjects who had not been in it. Phase IV will determine the impact of models on the second series of enrollees who participated in Minnesota and Iowa.

The model program for rural youth in the North Central States, which was the result of previous research, is being tested at three different sites: Northern Minnesota, southern Iowa, and central Nebraska. The baseline data collected during the operation of the experimental program were used to match youth who participated in the experimental program with youth from the control area. The matching variables were sex, race, and an intelligence measure. The baseline data show that the experimental and control subjects, who will be included in the followup study of program effectiveness, are comparable.

AN EVALUATION OF THREE EXPERIMENTAL RURAL YOUTH PROJECTS (PHASE II FINAL REPORT)

VOL. 1, EXPERIMENTAL OPERATIONS

Joseph M. Reid
June 1973

Report Descriptors: EFFECTIVENESS OF PROGRAMS; NORTH CENTRAL STATES; RURAL AREAS; YOUTH

NTIS PB238992/AS

VOL. 2, BASELINE DATA FOR EXPERIMENTAL AND CONTROL GROUPS

Joseph M. Reid and Guy H. Miles
September 1973

Report Descriptors: EFFECTIVENESS OF PROGRAMS; NORTH CENTRAL STATES; RURAL AREAS; YOUTH

NTIS PB238993/AS

AN EVALUATION OF THREE EXPERIMENTAL RURAL YOUTH PROJECTS (FINAL REPORT PHASE III): THE PROJECT'S FIRST YEAR

Joseph M. Reid and Guy H. Miles
May 1974

Report Descriptors: ASSESSMENT AND EVALUATION; RURAL AREAS; NORTH CENTRAL STATES; YOUTH PROGRAMS; NEIGHBORHOOD YOUTH CORPS (NYC); MODELS

NTIS PB238975/AS

2-091 EXPERIMENTAL MANPOWER LABORATORY TO TEST INNOVATIVE MANPOWER DEVELOPMENT STRATEGIES FOR DISADVANTAGED YOUTH

MOBILIZATION FOR YOUTH, INC.
NEW YORK, N.Y.

Leonard P. R. Granick, Director, Experimental Manpower Laboratory

Contract 42-36-73-02 (formerly Contracts 82-36-71-07 and 82-34-69-21)
Project completed fiscal year 1975

Descriptors: EXPERIMENTAL MANPOWER LABORATORIES; NEIGHBORHOOD YOUTH CORPS (NYC); MANPOWER PLANNING AND ADMINISTRATION; ENGLISH AS A SECOND LANGUAGE (ESL); YOUTH; TRAINING PRACTICES; NEW YORK, NEW YORK

The Experimental Manpower Laboratory explored the feasibility and value of various innovative strategies for programs to meet the manpower development needs of disadvantaged persons, particularly youth. Laboratory staff designed and operated local manpower programs and applied research methods in analyzing such programs. Mobilization for Youth provided an action-research setting on the lower east side of New York City and was geared to develop, run, and measure the effectiveness of new manpower program techniques.

The diversity of the laboratory's work is reflected in the large number of manuals, monographs, and field research reports it has produced. These publications deal with research on the characteristics of the youth population served at MFY, MFY's experience in dealing with programmatic issues and problems in operating youth programs, and innovative approaches developed and tested at MFY to improve the employability and employment experience of disadvantaged youth.

APPLICATIONS OF VIDEOTAPE RESOURCES IN MANPOWER DEVELOPMENT PROGRAMS

Paul McHugh
December 1972

Report Descriptors: OCCUPATIONAL TRAINING; COUNSELING AND GUIDANCE; HANDBOOKS; VIDEOTAPES

NTIS PB214047/AS

THE EXPERIMENTAL MANPOWER LABORATORY'S R&D PURSUITS FROM 12/16/70-12/15/72 AND R&D PROJECTS TO BE UNDERTAKEN FROM 12/16/72-4/15/74: DEVELOPMENT AND EVALUATION OF INNOVATIVE STRATEGIES FOR ENHANCING EMPLOYMENT FOR THE HARD-TO-EMPLOY

November 1972

Report Descriptors: EXPERIMENTAL MANPOWER LABORATORIES; NEIGHBORHOOD YOUTH CORPS (NYC); EMPLOYABILITY DEVELOPMENT; HARDCORE; NEW YORK, NEW YORK

NTIS PB214163/AS

FIELD EXPERIMENTS IN MANPOWER ISSUES (THREE REPORTS: THE EFFECTS OF MONETARY INCENTIVES ON THE LEARNING OF REMEDIAL ENGLISH BY DISADVANTAGED TRAINEES; THE REWARD PREFERENCES OF NEIGHBORHOOD YOUTH CORPS TRAINEES: NECESSITIES VS. LUXURIES; AND THE FEASIBILITY OF COUPLING AVAILABLE MANPOWER DEVELOPMENT SERVICES WITH RESIDENTIAL ADDICTION TREATMENT FACILITIES: I. THE RESIDENTS' VIEWPOINT).

Bruce K. Eckman and Dr. Irwin Feifer
October 1972

Report Descriptors: NEIGHBORHOOD YOUTH CORPS (NYC); TRAINING INCENTIVES; ENGLISH AS A SECOND LANGUAGE (ESL); DRUG USERS

NTIS PB211804/AS

FIELD EXPERIMENTS IN MANPOWER ISSUES: THE REWARD PREFERENCES OF NYC TRAINEES: II PROGRAM TENURE CORRELATES OF DIFFERENTIAL PREFERENCES

Bruce K. Eckman and Judith Simmons
October 1972

Report Descriptors: NEIGHBORHOOD YOUTH CORPS (NYC); TRAINING INCENTIVES

NTIS PB214062/AS

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

FULFILLING THE POTENTIAL OF NYC-2 (SIX MONOGRAPHS: USING GOVERNMENT AGENCIES FOR TRAINING THE DISADVANTAGED FOR EMPLOYMENT IN THE PUBLIC AND PRIVATE SECTORS; PREVENTIVE PHONETICS FOR TEACHING ENGLISH PRONUNCIATION TO SPANISH-SPEAKING TRAINEES; A STUDY OF THREE MAJOR TEXTBOOKS WHICH USE THE AUDIOLINGUAL METHOD FOR TEACHING ENGLISH AS A SECOND LANGUAGE; OPERATING A PUBLIC SERVICE BUSINESS AS A NEIGHBORHOOD YOUTH CORPS TRAINING SITE; OVERENROLLMENT PROBLEMS IN A MANPOWER TRAINING PROGRAM; AND GUIDELINES IN THE UTILIZATION OF TRAINING INCENTIVES)

Fred Lorber and others
August 1972

Report Descriptors: NEIGHBORHOOD YOUTH CORPS (NYC); JOB DEVELOPMENT; PUBLIC EMPLOYMENT PROGRAMS; ENGLISH AS A SECOND LANGUAGE (ESL); TRAINING PRACTICES; TRAINING PROGRAM MANAGEMENT; TRAINING INCENTIVES

NTIS PB211814/AS

COMBINING PROFESSIONAL ROLES TO OPTIMIZE PROGRAM DELIVERY

Harold Reinish
November 1972

Report Descriptors: MANPOWER PROGRAM STAFFING

NTIS PB213988/AS

DROPOUT PREVENTION: A PROPOSED MODEL FOR UTILIZING NYC-2 TO FACILITATE CAREER EDUCATION

Joel R. Seldin
November 1972

Report Descriptors: NEIGHBORHOOD YOUTH CORPS (NYC); VOCATIONAL EDUCATION

NTIS PB213986/AS

GUIDELINES FOR EFFECTIVE PLACEMENT AND FOLLOW-UP ON OUTSTATIONED NYC-2 JOB TRAINING SITES

Harold Reinish
November 1972

Report Descriptors: NEIGHBORHOOD YOUTH CORPS (NYC); TRAINING PROGRAM MANAGEMENT

NTIS PB213987/AS

LINKING THE NEIGHBORHOOD YOUTH CORPS AND MA-JOBS PROGRAMS INTO A SEQUENTIAL TRAINING EMPLOYMENT MODEL

Fred Lorber and Dr. Irwin Feifer
October 1972

Report Descriptors: NEIGHBORHOOD YOUTH CORPS (NYC); TRAINING PROGRAM MANAGEMENT

NTIS PB213898/AS

THE PRE-PROGRAM ORIENTATION: TOWARD ENHANCING SUCCESS IN NYC-2 JOB TRAINING

Frank Broughton and Harold Reinish
November 1972

Report Descriptors: NEIGHBORHOOD YOUTH CORPS (NYC); TRAINING PROGRAM MANAGEMENT

NTIS PB213897/AS

REFINING NYC-2 GUIDELINES: TOWARD AN EXPANDED DEFINITION OF ASSESSMENT

Joel R. Seldin
November 1972

Report Descriptors: NEIGHBORHOOD YOUTH CORPS (NYC); ASSESSMENT AND EVALUATION

NTIS PB213985/AS

TOWARD AN EXPANDED DEFINITION OF ASSESSMENT: I. THE DETERMINATION OF VIABLE JOB TRAINING AREAS

Joel R. Seldin
November 1972

Report Descriptors: LABOR MARKET INFORMATION; MANPOWER PROGRAM MANAGEMENT; OCCUPATIONAL TRAINING; HANDBOOKS

NTIS PB213989/AS

USING GOVERNMENT AGENCIES FOR TRAINING THE DISADVANTAGED FOR EMPLOYMENT IN PUBLIC AND PRIVATE SECTORS: II. THE CONSORTIUM MODEL

Jerome G. Schenkman and Emily Rodriguez
November 1972

Report Descriptors: ON-THE-JOB TRAINING (OJT); CONSORTIA

NTIS PB213896/AS

MAXIMIZING YOUR TRAINING EFFICIENCY: THE APPLICATION OF BEHAVIORAL PRINCIPLES TO JOB TRAINING

WORKBOOK

Lenore Neiswender
November 1972

Report Descriptors: BEHAVIOR MODIFICATION; VOCATIONAL TRAINING; HANDBOOKS

NTIS PB214018/AS

MANUAL

Lenore Neiswender
November 1972

Report Descriptors: BEHAVIOR MODIFICATION; VOCATIONAL TRAINING; HANDBOOKS

NTIS PB214021/AS

GPO—report is available from Government Printing Office.
MA—report is available from Manpower Administration.
See page iii for further information about ordering reports.

THE NEIGHBORHOOD YOUTH CORPS GOES TO FIJI: JOB TRAINING FOR ANOTHER SOCIETY'S DISADVANTAGED YOUTH

Joel R. Seldin
November 1972

Report Descriptors: NEIGHBORHOOD YOUTH CORPS (NYC); INTERNATIONAL MANPOWER

NTIS PB213864/AS

PROBLEMS IN THE APPLICATION OF BEHAVIOR MODIFICATION PRINCIPLES FOR TEACHING JOB-REQUIRED BEHAVIORS TO DISADVANTAGED MANPOWER TRAINEES

Dr. Irwin Feifer and others
November 1972

Report Descriptors: BEHAVIOR MODIFICATION; VOCATIONAL TRAINING; EMPLOYABILITY DEVELOPMENT; CONFERENCES

NTIS PB213865/AS

TEACHING JOB-RELATED BEHAVIORAL COMPETENCIES THROUGH THE USE OF PRESCRIBED LEADER INTERVENTIONS WITHIN A STRUCTURED GROUP COUNSELING PROGRAM

Richard Tobias
November 1972

Report Descriptors: EMPLOYABILITY DEVELOPMENT; COUNSELING AND GUIDANCE; CONFERENCES

NTIS PB213863/AS

TRAINING MANPOWER DEVELOPMENT WORK SUPERVISORS IN THE USE OF BEHAVIOR MODIFICATION TECHNIQUES TO TEACH JOB-REQUIRED SKILLS

Lenore Neiswender
November 1972

Report Descriptors: BEHAVIOR MODIFICATION; STAFF TRAINING; VOCATIONAL TRAINING; CONFERENCES

NTIS PB213862/AS

SERVICE VS. RESEARCH IN A MANPOWER DEVELOPMENT AGENCY: THE IMPACT OF THE INTRODUCTION OF CONTROLLED RESEARCH ON STAFF MORALE

Dr. Irwin Feifer
October 1972

Report Descriptors: EXPERIMENTAL MANPOWER LABORATORIES; INTERAGENCY RELATIONS

NTIS PB213879/AS

A THREE-PART STUDY OF THE EFFECTIVENESS OF MONETARY INCENTIVES ON THE ACQUISITION OF REMEDIAL ENGLISH SKILLS BY DISADVANTAGED TRAINEES

Bruce K. Eckman
October 1972

Report Descriptors: NEIGHBORHOOD YOUTH CORPS (NYC); TRAINING INCENTIVES; ENGLISH AS A SECOND LANGUAGE (ESL)

NTIS PB213861/AS

A CONTROLLED EXPERIMENT TO TEST TWO MAJOR ISSUES OF WORK PROGRAM METHODOLOGY FOR NYC OUT-OF-SCHOOL UNEMPLOYED YOUTH

January 1975

Report Descriptors: EXPERIMENTAL MANPOWER LABORATORIES; NEIGHBORHOOD YOUTH CORPS (NYC); YOUTH; NEW YORK, NEW YORK

NTIS

NYC EMPLOYMENT MODELS AND STRATEGIES

Leonard P. R. Granick and Robert F. Mitler
January 1975

Report Descriptors: EXPERIMENTAL MANPOWER LABORATORIES; NEIGHBORHOOD YOUTH CORPS (NYC); NEW YORK, NEW YORK

NTIS

2-092 In-School NYC Project for 14- and 15-Year-Old Girls

MEMPHIS BOARD OF EDUCATION
MEMPHIS, TENN.

Grant 42-47-73-01
Project completed fiscal year 1974

BLACK TEENAGE GIRL PROJECT IN IN-SCHOOL NEIGHBORHOOD YOUTH CORPS

Andrew Fox, Dr. W. Theodore May, and Paul L. Schwartz
April 1974

Report Descriptors: ROLE MODELS; YOUNG WOMEN; YOUTH PROGRAMS; NEIGHBORHOOD YOUTH CORPS (NYC); BLACKS; TEENAGERS

2-093* A Longitudinal Study of Selected Out-of-School NYC-2 Programs in Four Cities

THE GEORGE WASHINGTON UNIVERSITY
WASHINGTON, D.C.

Dr. Regis H. Walther, Manpower Research Projects

Contract 41-0-003-09
Project still in progress

Descriptors: WORK-EXPERIENCE PROGRAMS; YOUTH PROGRAMS; NEIGHBORHOOD YOUTH CORPS (NYC); EFFECTIVENESS OF PROGRAMS

The study is built on the contractor's earlier research with urban NYC-1 programs (contract 81-09-66-19). The present study focuses on three major research questions: (1) Compared to NYC-1, does NYC-2 result in better post-NYC adjustment of enrollees to the world of work? (2) What was the contribution of specific program changes in NYC-2 to changed program outcomes? (3) How might the NYC-2 program be improved with respect to the assistance provided to its enrollees?

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

Information is being collected in a longitudinal study in four large cities—Atlanta, Baltimore, Cincinnati, and St. Louis—and in all operating redesigned NYC-2 programs. The design involves forming experimental study groups by assigning entering enrollees to the groups until they number about 125 subjects in each city; following these subjects during their NYC enrollment through monthly reports of program participation; and, after termination, conducting followup interviews. When all have accumulated some post-NYC experience, interviews will be conducted with the subjects in the experimental study group and in the control group (youth not in NYC-2 matched to the extent possible with members of the study group as to age, sex, race, school grade, and socioeconomic status).

REPORT OF PHASE I: SITE SELECTION AND DATA FORMS

November 1970

NTIS PB210176/AS

REPORT OF PHASE II: RESEARCH SITES AND ENROLLEE CHARACTERISTICS

Dr. Regis H. Walther, Margaret L. Magnusson, and Shirley E. Cherkasky
February 1972

NTIS PB210177/AS

2-093A* AN EVALUATION OF THE 1972 WASHINGTON SUMMER INTERN PROGRAM OF THE DEPARTMENT OF LABOR

Descriptors: ATTITUDES; MOTIVATION; EFFECTIVENESS OF PROGRAMS; ETHNIC GROUPS; UNSKILLED WORKERS; SUMMER JOBS; YOUTH

The 1972 Washington Summer Intern Program was a special work experience, underwritten by the Department of Labor, for approximately 100 young people, high school juniors for the most part, from many places in the Nation. The program was operated by three sponsors for three ethnic groups: Spanish speaking, black, and native Americans. Although the specific objectives of the operating sponsors varied to some extent, each had goals related to helping interns in their career planning and preparation and in their knowledge of government operations and service.

Manpower research projects undertook to evaluate the intern program. The design of the study involved information collected in 1972 from program staff, work supervisors, and interns and information obtained in April 1973 from a followup of the interns.

Interns were nearly unanimous in very high appreciation of the overall usefulness of their experiences. Other study results indicated that the experience had been effective in career-related and knowledge-of-government program goal areas. Indications of attitudinal change also pointed to enhanced political sophistication and improved work-relevant attitudes. In general, the short-term and the long-term results confirmed the impressions that the intern program was a successful learning experience.

Suggested improvements for future program consideration were made in the areas of (1) objectives and operations, (2) program management, (3) continuity, and (4) coordination.

A LONGITUDINAL STUDY OF SELECTED OUT-OF-SCHOOL NYC-2 PROGRAMS IN FOUR CITIES: AN EVALUATION OF THE 1972 WASHINGTON SUMMER INTERN PROGRAM OF THE DEPARTMENT OF LABOR

Dr. Regis H. Walther, Margaret L. Magnusson, and Shirley E. Cherkasky
February 1973

Report Descriptors: ATTITUDES; MOTIVATION; EFFECTIVENESS OF PROGRAMS; ETHNIC GROUPS; UNSKILLED WORKERS; SUMMER JOBS; YOUTH

NTIS PB222323/AS

FINAL REPORT

Dr. Regis H. Walther, Margaret L. Magnusson, and Shirley E. Cherkasky
August 1973

Report Descriptors: ATTITUDES; MOTIVATION; EFFECTIVENESS OF PROGRAMS; ETHNIC GROUPS; UNSKILLED WORKERS; SUMMER JOBS; YOUTH

2-094 NEW EDUCATION PROGRAMING IN MANPOWER TRAINING PROJECTS

GRAHAM ASSOCIATES, INC.
WALNUT CREEK, CALIF.

Gary S. Graham

Grant 42-06-74-01
Project completed fiscal year 1975

Descriptors: DROPOUTS; INSTRUCTIONAL MATERIALS; JOB CORPS; GENERAL EDUCATIONAL DEVELOPMENT (GED) EXAMINATION; NEW EDUCATION PROGRAM; CORRECTIONS; MODELS

The objective of this project was to expand upon and greatly broaden the scope of the previous Graham Associates grant to determine if the New Education Program (NEP), based on Job Corps materials, can be viable in a wide variety of vocational training settings, particularly those involving unskilled adults and youthful criminal offenders.

The grantee developed several programs designed to prepare enrollees for GED examinations, alternative high school credit by school district units, or both, by modifying the NEP materials. The experiment used NYC-2, Manpower Training Skill Center, precontinuation school, community colleges, and correctional institutions to test the variations in achievement that might be attributable to student, site, and program variables.

An evaluation of these programs is being carried out by George Washington University under separate grant 42-11-74-02.

William J. Enright and Gary S. Graham
February 1975

NTIS

TEACHER'S MATH SUPPLEMENT: JOB CORPS/ NEW EDUCATION PROGRAM

Joseph M. Loebman
February 1975

NTIS

2-095 NYC Goes to a Community College

EVALUATION TECHNOLOGY CORPORATION
SAN BERNARDINO, CALIF.

Contract 42-0-001-05 (formerly Contract 42-9-003-05)
Project completed fiscal year 1973

SUMMER NYC GOES TO A COMMUNITY COLLEGE

J. W. McDaniel
February 1971

Report Descriptors: WORK-STUDY PROGRAMS; ON-THE-JOB TRAINING (OJT); VOCATIONAL GUIDANCE; UNIVERSITIES AND COLLEGES; GUIDELINES FOR MANPOWER PROGRAMS

NTIS PB202931/AS

NYC (SUMMER) IN-SCHOOL GOES TO COMMUNITY COLLEGE

J. W. McDaniel
February 1970

Report Descriptors: WORK-STUDY PROGRAMS; VOCATIONAL GUIDANCE; ON-THE-JOB TRAINING (OJT); UNIVERSITIES AND COLLEGES; GUIDELINES FOR MANPOWER PROGRAMS

NTIS PB220914/AS

2-096 Operations Research to Monitor-Analyze the Impact and Effectiveness of the Vocational Exploration in the Private Sector (VEPS) Pilot Program for In-School NYC Enrollees

SAINT LOUIS UNIVERSITY
ST. LOUIS, MO.

Dr. George D. Wendel, Center for Urban Programs

Grant 42-29-72-07
Project completed fiscal year 1975

Descriptors: NEIGHBORHOOD YOUTH CORPS (NYC); YOUTH PROGRAMS; CAREER EXPLORATION; VOCATIONAL EXPLORATION IN THE PRIVATE SECTOR; TRANSITION FROM SCHOOL TO WORK; DROPOUTS

The objective of this study was to follow up on youth enrolled in the 1971-72 VEPS pilot program (VEPS-I) and analyze the impact of revised VEPS guidelines on program operations in 1972-73 (VEPS-II), as a means of determining VEPS outcomes and developing technical materials, instructions, and other guides needed to facilitate and make more effective any future expanded implementation of VEPS.

The grantee: (1) Tracked the vocational experiences of VEPS-I enrollees through and immediately subsequent to their 12th-grade school year; (2) monitored and analyzed VEPS-II programing with respect to its administrative organizational patterns, practices for selection of enrollees and job development, work activities at job sites, and operations for prejob orientation/counseling/career exploration; (3) convened a conference of participating VEPS-II agencies; (4) conducted research to compare VEPS-I and VEPS-II experiences with each other and with experiences of other (regular) in-school NYC programs; and (5) developed a refined model and related guide materials for VEPS.

Study findings indicate that the VEPS program had a significant and lasting impact on youth who completed the program. VEPS participants showed marked improvement in academic performance and school attendance. The program contributed significantly to the ability of VEPS-I youth to obtain full time employment upon graduation from high school.

ASSESSMENT OF THE VOCATIONAL EXPLORATION IN THE PRIVATE SECTOR (VEPS) SECOND YEAR NYC IN-SCHOOL/SUMMER PROGRAM

May 1973

Report Descriptors: EFFECTIVENESS OF PROGRAMS; NEIGHBORHOOD YOUTH CORPS (NYC); TRANSITION FROM SCHOOL TO WORK; DROPOUTS
MA

VOCATIONAL EXPLORATION IN THE PRIVATE SECTOR: FINAL REPORT AND ASSESSMENT 1972-73

Dr. Donald P. Sprengel and E. Allan Tomey
July 1974

NTIS

LONGITUDINAL IMPACT ASSESSMENT OF THE 1971-72 VOCATIONAL EXPLORATION IN THE PRIVATE SECTOR PROGRAM

Dr. Donald P. Sprengel and E. Allan Tomey
July 1974

NTIS

2-097 Operation Young Adults: A Work-Study Program

ROCHESTER JOBS, INC.
ROCHESTER, N.Y.

Contract 82-34-70-33
Project completed fiscal year 1973

OPERATION YOUNG ADULTS: A WORK-STUDY PROGRAM

Donald Ginsberg
October 1972

Report Descriptors: WORK-STUDY PROGRAMS; WORK-EXPERIENCE PROGRAMS; DISADVANTAGED; YOUTH; GUIDELINES FOR MANPOWER PROGRAMS

NTIS PB214578/AS

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

2-098 OPTIMIZING THE BENEFITS OF NEIGHBORHOOD YOUTH CORPS PROJECTS FOR SPANISH-SURNAME AND INDIAN RURAL YOUTH IN THE SOUTHWESTERN STATES

NORTH STAR RESEARCH AND DEVELOPMENT INSTITUTE
MINNEAPOLIS, MINN.

Contract 41-2-002-27
Project completed fiscal year 1974

A SURVEY OF THE LITERATURE RELEVANT TO INDIAN RURAL YOUTH IN THE SOUTHWESTERN STATES

William J. Schneider, Nancye Belding, and Dr. Guy H. Miles
October 1972

Report Descriptors: RURAL AREAS; SOUTHWESTERN STATES; YOUTH; INDIANS; WORK-EXPERIENCE PROGRAMS; VOCATIONAL GUIDANCE; LITERATURE REVIEW

NTIS PB238044/AS

PERSPECTIVES OF ADJUSTMENT: RURAL NAVAJO AND PAPAGO YOUTH

Nancye Belding, Tamara L. Sparks and Dr. Guy H. Miles
March 1974

Report Descriptors: RURAL AREAS; YOUTH; INDIANS; SOUTHWESTERN STATES

NTIS PB238191/AS

AN ANALYSIS OF THE OCCUPATIONAL ADJUSTMENT OF SPANISH-SURNAME YOUTH FROM THE RURAL SOUTHWEST

William F. Henry and Dr. Guy H. Miles
September 1974

Report Descriptors: RURAL AREAS; YOUTH; SPANISH-SPEAKING AMERICANS; SOUTHWESTERN STATES

NTIS PB238597/AS

PERSPECTIVES OF ADJUSTMENT: RURAL CHICANO YOUTH

William F. Henry, Dr. Guy H. Miles
April 1974

Report Descriptors: RURAL AREAS; YOUTH; SPANISH-SPEAKING AMERICANS; SOUTHWESTERN STATES

NTIS PB238597/AS

AN EXPERIMENTAL PROGRAM FOR ETHNIC MINORITY YOUTH FROM THE RURAL SOUTHWEST

Dr. Guy H. Miles, William F. Henry
September 1974

Report Descriptors: RURAL AREAS, YOUTH, YOUTH PROGRAMS, INDIANS, SPANISH-SPEAKING AMERICANS; SOUTHWESTERN STATES

NTIS PB238598/AS

2-099 OPTIMIZING THE BENEFITS OF YOUTH PROJECTS FOR RURAL YOUTH IN THE SOUTHEASTERN STATES

NORTH STAR RESEARCH AND DEVELOPMENT INSTITUTE
MINNEAPOLIS, MINN.

Contract 41-2-001-27
Project completed fiscal year 1973

A SURVEY OF RECENT LITERATURE RELEVANT TO OPTIMIZING THE BENEFITS OF YOUTH PROJECTS FOR RURAL YOUTH IN THE SOUTHEASTERN STATES

M. Barbara Rogoff, William J. Schneider, and Dr. Guy H. Miles
October 1972

Report Descriptors: RURAL AREAS; SOUTHEASTERN STATES; YOUTH PROGRAMS; BLACK/WHITE; NEIGHBORHOOD YOUTH CORPS (NYC); POPULATION; MIGRATION; YOUTH

NTIS PB212562/AS

GUIDELINES FOR AN EXPERIMENTAL RURAL YOUTH PROGRAM FOR THE SOUTHEASTERN STATES

June 1973

Report Descriptors: RURAL AREAS; YOUTH; YOUTH PROGRAMS; NEIGHBORHOOD YOUTH CORPS (NYC); SOUTHEASTERN STATES

NTIS PB238992/AS

AN ANALYSIS OF THE NEEDS OF RURAL YOUTH IN THE SOUTHEAST

Dr. Guy H. Miles, Tamara L. Sparks and M. Barbara Rogoff
May 1973

Report Descriptors: RURAL AREAS; YOUTH; SOUTHEASTERN STATES

NTIS PB238977/AS

2-100* STUDY OF EFFECTIVENESS OF GRAHAM ASSOCIATES DEMONSTRATION PROJECT ON NEW EDUCATION PROGRAMING IN MANPOWER TRAINING PROJECTS

THE GEORGE WASHINGTON UNIVERSITY
WASHINGTON, D.C.

Dr. Regis H. Walther, Manpower Research Projects

Grant 42-11-74-02
Project still in progress

Descriptors: ASSESSMENT AND EVALUATION; SUPPORTIVE SERVICES; GENERAL EDUCATIONAL DEVELOPMENT (GED) EXAMINATION; NEW EDUCATION PROGRAM; BASIC

GPO — report is available from Government Printing Office.
MA — report is available from Manpower Administration.
See page iii for further information about ordering reports.

EDUCATION, CURRICULUMS, NEIGHBORHOOD YOUTH CORPS (NYC); EFFECTIVENESS OF PROGRAMS

Evaluative research is used to assess the effectiveness of a new approach to education in manpower projects. The experiment is provided by the Graham Associates grant (42-06-74-01) in a demonstration project involving varied programs in California and Washington. The grantee is evaluating the quality of the results achieved through the Graham Associates New Education Program by examining the variations in achievement that might be attributable to student, site, and program variables.

Guidelines have been established for judging the educational innovations used. Control groups have been established for comparing individuals not participating in the Graham Associates demonstration, using such criteria as percent attendance, academic improvement, attitude change, and observations. A minimum of 50 students have participated in the NEP at each site—a skills center, NYC-2 project, precontinuation school, and correctional institution—to test the model.

THE FIRST MONTHS

Dr. Regis H. Walther and Margaret L. Magnusson,
Manpower Research Projects
April 1974

Report Descriptors: BASIC EDUCATION; YOUTH PROGRAMS; NEIGHBORHOOD YOUTH CORPS (NYC); CURRICULUMS; NEW EDUCATION PROGRAM; BASIC EDUCATION; DROPOUTS; DISADVANTAGED; CORRECTIONS; GUIDELINES FOR MANPOWER PROGRAMS; INSTRUCTIONAL MATERIALS

2-101* A Study of Noneconomic Impacts of the Job Corps Program

ABT ASSOCIATES, INC.
CAMBRIDGE, MASS.

Dr. Judith Goldberg

Contract 20-25-75-13
Project still in progress

Descriptors: JOB CORPS; HEALTH CARE; DRUG USERS; DROPOUTS; ATTITUDES; TRAINING EFFECTIVENESS AND IMPACT; JOB SATISFACTION; SOCIAL RELATIONSHIPS

Study objectives are to develop measures of noneconomic outcomes and apply these measures in a limited setting to experimental, control, and comparison groups in order to determine the nature and extent of changes that occur in the Job Corps enrollee as a result of participation in the Job Corps.

2-102 Summer/In-School NYC Vocational Exploration Experiment

STOCKTON UNIFIED SCHOOL DISTRICT
STOCKTON, CALIF.

Grant 42-06-72-05
Project completed fiscal year 1973

NEIGHBORHOOD YOUTH CORPS VOCATIONAL EXPLORATION RESEARCH AND DEMONSTRATION PROJECT

Joseph P. Gonzales, S. Stephen Uslan, and others
May 1973

Report Descriptors: VOCATIONAL GUIDANCE; VOCATIONAL EXPLORATION IN THE PRIVATE SECTOR; ABSENTEEISM; NEIGHBORHOOD YOUTH CORPS (NYC); HIGH SCHOOLS; ETHNIC GROUPS; CAREER EXPLORATION; EFFECTIVENESS OF PROGRAMS

2J. MISCELLANEOUS

2-103 An Analysis of Nonfarm Employment Problems of Farm Laborers

CLAREMONT GRADUATE SCHOOL
CLAREMONT, CALIF.

Grant 92-06-72-14
Project completed fiscal year 1974

FARMING AND FARM LABOR: A STUDY IN CALIFORNIA

Dr. Paul Sultan, Dr. Darryl D. Enos (with the assistance of Robert Coutts and John Feezell)
June 1974

Report Descriptors: GEOGRAPHIC MOBILITY; COUNSELING AND GUIDANCE; EMPLOYMENT OPPORTUNITIES; FARMWORKERS; NONFARM; MIGRANTS; RURAL AREAS; SPANISH-SPEAKING AMERICANS; CALIFORNIA

NTIS PB.236311/AS

2-104* Handbook for Use of Basic Job Skills

SYNECTICS CORPORATION
ALLISON PARK, PA.

Sally J. Munger

Contract 20-42-74-19
Project still in progress

Descriptors: HANDICAPPED; RETARDED; HANDBOOKS; EMPLOYMENT OPPORTUNITIES; JOB ANALYSIS

The contractor is developing a handbook that will attempt to show how occupational areas for the mentally retarded can be broadened.

The contractor will cross-match aptitude patterns from the various test batteries with groups of jobs requiring only basic skills, as listed in the *Dictionary of Occupational Titles* (DOT) and its supplements. In addition, the contractor will, in cooperation with the Division of Occupational Analysis, U.S. Employment Service, prepare a listing of selected jobs from the DOT, as well as a technical report describing the development of the handbook, the research methodology, and outcomes involved in the study.

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

2-105 HELPING EMPLOYERS MAKE USE OF WHAT HAS BEEN LEARNED ABOUT SUSTAINED PRODUCTIVE EMPLOYMENT OF THE DISADVANTAGED

HUMAN INTERACTION RESEARCH INSTITUTE
LOS ANGELES, CALIF

Contract 82-05-70-14
Project completed fiscal year 1973

A GUIDE FOR UTILIZING VOLUNTEER TECHNICAL ASSISTANCE BY A NATIONAL ALLIANCE OF BUSINESSMEN (NAB) METRO
December 1973

Report Descriptors: JOB OPPORTUNITIES IN THE BUSINESS SECTOR (JOBS); HANDBOOKS

NTIS PB232077/AS

PRODUCTIVE EMPLOYMENT OF THE DISADVANTAGED: GUIDELINES FOR ACTION

Edward M. Glaser and Harvey Ross
1973

NTIS PB217124/AS
MA R&D FINDINGS NO. 15

2-106 OCCUPATIONAL ADJUSTMENT OF RECENT LOW-INCOME SOUTHERN IN-MIGRANTS TO CLEVELAND

BUREAU OF SOCIAL SCIENCE RESEARCH, INC.
WASHINGTON, D.C.

Contract 81-09-66-27
Project completed fiscal year 1974

SOUTHERN NEWCOMERS TO CLEVELAND: WORK AND SOCIAL ADJUSTMENT OF RECENTLY ARRIVED RESIDENTS OF LOW-INCOME NEIGHBORHOODS

Gene B. Petersen, Laure M. Sharp, and Thomas F. Drury
April 1975

Report Descriptors: MIGRANTS; LABOR MOBILITY; CLEVELAND, OHIO

2-107 A PROJECT TO INVESTIGATE THE INTRODUCTION OF AN ORGANIZED SYSTEM OF TRAINING INTO THE TRUCKING INDUSTRY

UNIVERSITY OF CALIFORNIA, LOS ANGELES
LOS ANGELES, CALIF

Grant 92-06-72-04
Project completed fiscal year 1973

TRUCKING INDUSTRY TRAINING PROJECT—FINAL REPORT

Donald D. Sanburn

Report Descriptors: TRUCKING INDUSTRY; UNION MANPOWER PRACTICES; TRAINING PRACTICES; COLLECTIVE BARGAINING; UTILIZATION OF MANPOWER RESEARCH AND DEVELOPMENT; CIVIL RIGHTS ACT (1964)

NTIS PB224525/AS
Also available from the grantee.

2-108 PROJECT VOLUNTEER POWER

PEOPLE-TO-PEOPLE COMMITTEE FOR THE HANDICAPPED
WASHINGTON, D.C.

Carl Sharek

Contract 82-11-71-23 and Agreement 82-11-72-23 with USIA
Project completed fiscal year 1975

Descriptors: VOLUNTEERS; HANDICAPPED; EMPLOYMENT OPPORTUNITIES; WOMEN; MEN

This project tested whether, how, and to what extent the voluntary power of women's and men's organizations in selected communities can be engaged fruitfully to supplement established methods of meeting the employment and independent-living needs of the handicapped.

Operating in three cities, the contractor: (1) Assessed each city's needs for services that enhance employment opportunities for the handicapped and that volunteers might perform; (2) developed local plans of action; and (3) enlisted the aid of local voluntary organizations in carrying out the plans.

2-109 RURAL MANPOWER POLICY RESEARCH GROUP

MICHIGAN STATE UNIVERSITY
EAST LANSING, MICH

Dr. Collette Helen Moser, Department of Agricultural Economics, Center for Rural Manpower and Public Affairs

Grant 21-26-73-52 (formerly Contract 82-26-71-44)
Project completed fiscal year 1975

Descriptors: RURAL MANPOWER POLICY RESEARCH GROUP; RURAL AREAS; CONFERENCES; UTILIZATION OF MANPOWER RESEARCH AND DEVELOPMENT

The Rural Manpower Policy Research Group was a multidisciplinary group established to provide the Department of Labor with research, analytical assistance, and consultation in the formulation of policies and programs for the delivery of rural manpower services. The group brought ongoing rural manpower research into sharper policy focus by facilitating the interaction between research designers and program planners through seminars and conferences.

GPO—report is available from Government Printing Office.
MA—report is available from Manpower Administration.
See page iii for further information about ordering reports.

Three conferences were held, addressing: (1) Problems of labor market information (February 1972, Michigan State University); (2) planning for jobs in rural areas (December 1972, University of Texas); and (3) rural manpower services (December 1973, Denver). In addition, the group provided reviews of research findings, prepared policy papers, and furnished consultive services to the Department of Labor.

The findings indicate that labor market information, integration of manpower and economic development policies, and development of indigenous planning skills are the immediate needs of rural areas.

ESSAYS ON THE PUBLIC EMPLOYMENT PROGRAM IN RURAL AREAS

Deborah Johnson and Dr. Collette Helen Moser, eds.
September 1973

Report Descriptors: RURAL MANPOWER POLICY RESEARCH GROUP; RURAL AREAS; PUBLIC EMPLOYMENT PROGRAMS

NTIS PB226488/AS
Also available from Center for Rural Manpower and Public Affairs, Michigan State University, East Lansing, Mich. 48823.

MANPOWER SERVICES IN RURAL AMERICA: PROCEEDINGS OF A CONFERENCE, DEC. 13-14, 1973

Dr. Collette Helen Moser, ed.
1974

Report Descriptors: RURAL MANPOWER POLICY RESEARCH GROUP; RURAL AREAS; MANPOWER PLANNING AND ADMINISTRATION; SERVICE DELIVERY SYSTEMS; CONFERENCES

Also available from Center for Rural Manpower and Public Affairs, Michigan State University, East Lansing, Mich. 48823.

MANPOWER PLANNING FOR JOBS IN RURAL AMERICA: PROCEEDINGS OF A CONFERENCE, DEC. 14-15, 1972

Dr. Collette Helen Moser, ed.
March 1973

Report Descriptors: RURAL MANPOWER POLICY RESEARCH GROUP; RURAL AREAS; MANPOWER PLANNING AND ADMINISTRATION; CONFERENCES

NTIS PB220827/AS
Also available from Center for Rural Manpower and Public Affairs, Michigan State University.

LABOR MARKET INFORMATION IN RURAL AREAS: PROCEEDINGS OF A CONFERENCE, FEB. 22-23, 1972

Dr. Collette Helen Moser, ed.
May 1972

Report Descriptors: RURAL MANPOWER POLICY RESEARCH GROUP; LABOR MARKET INFORMATION; RURAL AREAS; CONFERENCES

NTIS PB218796/AS
Also available from Center for Rural Manpower and Public Affairs, Michigan State University.

RURAL WOMEN WORKERS IN THE 20TH CENTURY: AN ANNOTATED BIBLIOGRAPHY

Dr. Collette Helen Moser and Deborah Johnson
1973

Report Descriptors: WOMEN'S OCCUPATIONS; RURAL MANPOWER POLICY RESEARCH GROUP; RURAL AREAS; BIBLIOGRAPHIES

NTIS PB226487/AS

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

3. MANPOWER PROGRAM SERVICES AND TECHNIQUES

3A. EDUCATION

3-001 ANALYSIS OF IMPACT OF UTILIZATION BY REGULAR MANPOWER AGENCIES OF E&D DEVELOPED BASIC OCCUPATIONAL LANGUAGE TRAINING (BOLT) PROGRAM

DEVELOPMENT ASSOCIATES, INC.
WASHINGTON, D.C.

Contract 20-11-73-02
Project completed fiscal year 1974

FINAL REPORT ON THE ANALYSIS OF IMPACT OF UTILIZATION BY REGULAR MANPOWER AGENCIES OF E&D DEVELOPED BASIC OCCUPATIONAL LANGUAGE TRAINING (BOLT) PROGRAM
Fred A. Garcia
September 1973

Report Descriptors: ENGLISH AS A SECOND LANGUAGE (ESL); BASIC OCCUPATIONAL LANGUAGE TRAINING (BOLT); SERVICES TO WORKERS; SPANISH-SPEAKING AMERICANS; ASSESSMENT OF APPLICANTS AND TRAINEES; TRAINING EFFECTIVENESS AND IMPACT
MA

3-002 BASIC EDUCATION SERVICES IN MANPOWER TRAINING PROGRAMS: A REPORT FROM THE NATIONAL INVENTORY OF MANPOWER PROGRAMS

BUREAU OF SOCIAL SCIENCE RESEARCH, INC.
WASHINGTON, D.C.

Grant 21-11-73-24
Project completed fiscal year 1973

Gene B. Petersen
1973

Report Descriptors: BASIC EDUCATION; MANPOWER PROGRAM STAFFING; INSTRUCTORS; TESTING; INSTRUCTIONAL MATERIALS

NTIS PB213360/AS

3-003 DEMONSTRATION PROJECT TO EXPAND THE MANPOWER DEVELOPMENT-COLLEGE ADAPTER PROGRAM MODEL TO THE OUT-OF-SCHOOL NYC AND OTHER MANPOWER PROGRAMS

HIGHER EDUCATION DEVELOPMENT FUND
NEW YORK, N.Y.

Contract 42-36-72-03 (formerly 42-9-007-34)
Project completed fiscal year 1973

MANPOWER EDUCATION MONOGRAPH SERIES

VOL. 1, ORIENTATION AND ASSESSMENT
July 1972

Report Descriptors: COLLEGE ADAPTER PROGRAM; VOCATIONAL GUIDANCE

NTIS PB218062/AS

VOL. 2, CURRICULUM DESIGN
July 1972

Report Descriptors: COLLEGE ADAPTER PROGRAM; VOCATIONAL GUIDANCE; CURRICULUMS

NTIS PB218063/AS

VOL. 3, TUTORING CENTER AND HIGH SCHOOL EQUIVALENCY PREPARATION
July 1972

Report Descriptors: COLLEGE ADAPTER PROGRAM; VOCATIONAL GUIDANCE; TUTORING

NTIS PB218064/AS

VOL. 4, ADMINISTRATION AND COUNSELING
July 1972

Report Descriptors: COLLEGE ADAPTER PROGRAM; VOCATIONAL GUIDANCE; COUNSELING AND GUIDANCE

NTIS PB218065/AS
August 1972

NTIS PB218061/AS-SET (218062/AS-218065/AS)

3-004* DEVELOPING TASK MODULES FOR THE VALIDATION OF BASIC OCCUPATIONAL LITERACY TEST (BOLT)

AMERICAN INSTITUTES FOR RESEARCH
PITTSBURGH, PA.

Dr. Brent Baxter

Contract 20-42-74-14
Project still in progress

Descriptors: TESTING; FEASIBILITY STUDY; BASIC EDUCATION; JOB ANALYSIS

This experimental and demonstration project is exploring the feasibility of a nontraditional approach to test validation to be used by the public employment service in establishing the job-relatedness of the Basic Occupational Literacy Test (BOLT).

Using job analysis data that are readily available, the contractor is: (1) Identifying and defining significant

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***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

groups of job tasks (modules) which are common to an occupational area; (2) developing criterion module performance measures; and (3) validating BOLT test scores against the performance measures for each module.

3-005 The Development of a Model for NYC-2 Education Programs

THE GEORGE WASHINGTON UNIVERSITY
WASHINGTON, D.C.

Dr. Regis H. Walther, Manpower Research Projects

Grant 42-11-72-06
Project completed fiscal year 1975

Descriptors: BASIC EDUCATION; YOUTH PROGRAMS; MODELS; NEIGHBORHOOD YOUTH CORPS (NYC); GUIDELINES FOR MANPOWER PROGRAMS; TRAINING PROGRAM MANAGEMENT; CURRICULUMS; INSTRUCTIONAL MATERIALS; GENERAL EDUCATIONAL DEVELOPMENT (GED) EXAMINATION

This grant's purpose was to develop and test in practice a model or a series of models for NYC-2 educational programs in urban areas. The research report of the experiment describes experiences in the development and application of one or more types of NYC education programs and includes guidelines for CETA sponsors based on the experience gained through the experiment.

The grantee conducted a program of experimentation and research and worked cooperatively with four local youth program sponsors. The experiments were concerned with three levels of the educational component, comparing experimental groups with control groups at each level. The levels were: (1) Demonstration that reading can be enjoyable, (2) the remediation of deficiencies, and (3) preparation for the General Educational Development examination.

AN EDUCATION MODEL FOR MANPOWER PROGRAMS: A MANUAL OF RECOMMENDED PRACTICES
February 1975

NTIS

3-006 An Economic and Institutional Analysis of the Cooperative Vocational Education Program in Dayton, Ohio

INDIANA UNIVERSITY FOUNDATION
BLOOMINGTON, IND.

Contract 82-18-71-24
Project completed fiscal year 1973

Ernst W. Stromsdorfer and James S. Fackler
August 1973

Report Descriptors: VOCATIONAL EDUCATION; CURRICULUMS; TRANSITION FROM SCHOOL TO WORK; TEENAGERS; COST EFFECTIVENESS; OHIO, DAYTON

NTIS PB224993/AS

3-007 Economic Aspects of the Work Experience and Career Exploration Program

INDIANA UNIVERSITY FOUNDATION
BLOOMINGTON, IND.

Contract 82-18-71-29
Project completed fiscal year 1973

AN ECONOMIC ANALYSIS OF THE WORK EXPERIENCE AND CAREER EXPLORATION PROGRAM: 1971-1972 SCHOOL YEAR

Ernst W. Stromsdorfer, James S. Fackler, Marianne V. Felton, and Robert E. Kelcher
August 1973

Report Descriptors: WORK-STUDY PROGRAMS; DROPOUTS; CAREER EXPLORATION; COUNSELING AND GUIDANCE; LONGITUDINAL SURVEYS; WORK-EXPERIENCE PROGRAMS

NTIS PB223366/AS
ERIC 080790.

3-008 Evaluation and Implementation of the New York Fire Department Examination Training Project for Culturally Disadvantaged Residents of the City of New York

NEW YORK CITY FIRE DEPARTMENT
NEW YORK, N.Y.

Contract 82-36-72-01
Project completed fiscal year 1973

NEW YORK CITY FIRE DEPARTMENT TUTORIAL PROJECT: REPORT OF THE RESEARCH UNIT

Carolyn Atkinson Thornell and Sarajane Heidt, Columbia University
July 1973

Report Descriptors: FIREFIGHTERS; CIVIL SERVICE SYSTEM; TUTORING; TESTING; DISADVANTAGED; NEW YORK, NEW YORK

NTIS PB221956/AS

3-009 An Exploratory Study to Analyze New Skill Content in Selected Occupations in Michigan and the Mechanism for Its Translation into Vocational Education Curricula

BATTELLE MEMORIAL INSTITUTE
COLUMBUS, OHIO

Contract 81-37-68-40
Project completed fiscal year 1973

Stephen D. Stuart, Ph.D.
July 1972

GPO – report is available from Government Printing Office.
MA – report is available from Manpower Administration.
See page iii for further information about ordering reports.

Report Descriptors: VOCATIONAL EDUCATION; JOB ANALYSIS; HIGH SCHOOLS; OCCUPATIONAL TRAINING; CURRICULUMS; MICHIGAN, DETROIT; MICHIGAN, MT. PLEASANT; MICHIGAN, GRAND RAPIDS

NTIS PB214745/AS
Summarized in the *American Vocational Journal*, November 1972.

AN EXPLORATORY STUDY TO ANALYZE NEW SKILL CONTENT IN SELECTED OCCUPATIONS IN MICHIGAN AND THE MECHANISM FOR ITS TRANSLATION INTO VOCATIONAL EDUCATION CURRICULA: SECTION REPORT ON AUTOMOBILE ENGINE MECHANIC
July 1972

Report Descriptors: VOCATIONAL EDUCATION; HIGH SCHOOLS; OCCUPATIONAL TRAINING; AUTOMOTIVE MECHANICS; MICHIGAN, DETROIT

NTIS PB222958/AS

AN EXPLORATORY STUDY TO ANALYZE NEW SKILL CONTENT IN SELECTED OCCUPATIONS IN MICHIGAN AND THE MECHANISM FOR ITS TRANSLATION INTO VOCATIONAL EDUCATION CURRICULA: SECTION REPORT ON CHEF/COOK, DENTAL ASSISTANT, AND LICENSED PRACTICAL NURSE
July 1972

Report Descriptors: CHEF/COOK; HEALTH MANPOWER; NURSES; VOCATIONAL EDUCATION; HIGH SCHOOLS; OCCUPATIONAL TRAINING; MICHIGAN, DETROIT; MICHIGAN, GRAND RAPIDS; MICHIGAN, MT. PLEASANT

NTIS PB223154/AS

AN EXPLORATORY STUDY TO ANALYZE NEW SKILL CONTENT IN SELECTED OCCUPATIONS IN MICHIGAN AND THE MECHANISM FOR ITS TRANSLATION INTO VOCATIONAL EDUCATION CURRICULA: SECTION REPORT ON CLERK/TYPIST, CLERK STENOGRAPHER, BOOKKEEPER AND SALES PERSON
July 1972

Report Descriptors: CLERICAL WORK; BOOKKEEPING; SALESWORKERS; VOCATIONAL EDUCATION; HIGH SCHOOLS; STENOGRAPHERS; MICHIGAN, DETROIT; MICHIGAN, GRAND RAPIDS; MICHIGAN, MT. PLEASANT

NTIS PB223085/AS

AN EXPLORATORY STUDY TO ANALYZE NEW SKILL CONTENT IN SELECTED OCCUPATIONS IN MICHIGAN AND THE MECHANISM FOR ITS TRANSLATION INTO VOCATIONAL EDUCATION CURRICULA: SECTION REPORT ON CONSTRUCTION ELECTRICIAN, NUMERICALLY CONTROLLED MACHINE TOOL OPERATOR, AND CONSTRUCTION CARPENTER
July 1972

Report Descriptors: CONSTRUCTION INDUSTRY; CARPENTERS; MACHINE TOOL INDUSTRY; VOCATIONAL EDUCATION; HIGH SCHOOLS; OCCUPATIONAL TRAINING; ELECTRICIANS; MICHIGAN, DETROIT; MICHIGAN, GRAND RAPIDS; MICHIGAN, MT. PLEASANT

NTIS PB223086/AS

3-010 MODEL PROGRAM TO INSTRUCT MANPOWER TRAINING PERSONNEL IN SELECTION AND APPLICATION OF REMEDIAL INSTRUCTIONAL MATERIALS TO MEET INDIVIDUAL TRAINEE NEEDS

TECHNICAL EDUCATION RESEARCH CENTER, INC.
CAMBRIDGE, MASS.

Contract 82-25-71-10
Project completed fiscal year 1974

MULTI-MEDIA STAFF TRAINING PACKAGE
August 1974

Report Descriptors: BASIC EDUCATION; STAFF TRAINING; DISADVANTAGED; INDIVIDUALIZED INSTRUCTION; PREVOCATIONAL TRAINING; MOTIVATION; WORK SAMPLING; PROGRAMED INSTRUCTION; AUDIOTAPES; FILMS
Available from Technical Education Research Center, Inc., 44 Brattle St., Cambridge, Mass. 02138.

THE INDIVIDUALIZED MANPOWER TRAINING SYSTEM

Donna Seay
August 1974

Report Descriptors: BASIC EDUCATION; STAFF TRAINING; DISADVANTAGED; INDIVIDUALIZED INSTRUCTION; PREVOCATIONAL TRAINING; MOTIVATION; WORK SAMPLING; PROGRAMED INSTRUCTION; AUDIOTAPES; FILMS

NTIS

3-011 RESEARCH AND DEMONSTRATION PROJECT ON NYC-2 EDUCATIONAL PROGRAMING

GRAHAM ASSOCIATES, INC.
LAFAYETTE, CALIF.

Grant 42-06-72-02
Project completed fiscal year 1973

DEVELOPING AN IN-HOUSE EDUCATION COMPONENT FOR NYC-2 PROJECTS: PROGRAM DESIGN, PROCEDURES, AND INSTRUCTIONAL MATERIALS

William J. Enright and Gary S. Graham
April 1973

Report Descriptors: INSTRUCTORS; NEIGHBORHOOD YOUTH CORPS (NYC); MOTIVATION; NEW EDUCATION PROGRAM; GENERAL EDUCATIONAL DEVELOPMENT (GED) EXAMINATION; PROGRAMED INSTRUCTION; INSTRUCTIONAL MATERIALS

NTIS PB220023/AS

3-012 RESEARCH PROJECT CONCERNING STUDENTS FROM MINORITY GROUPS

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

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*Ongoing project – final report not yet available.
Projects completed prior to this year are not described with a narrative.
NTIS – report is available from National Technical Information Service.

Contract 81-11-71-10
Project completed fiscal year 1974
June 1974

NTIS PB237407/AS

3-013 A STUDY OF THE EFFECTIVENESS OF THE GRAHAM ASSOCIATES DEMONSTRATION PROJECT ON NYC-2 EDUCATION PROGRAMING

THE GEORGE WASHINGTON UNIVERSITY
WASHINGTON, D.C.

Grant 42-11-72-04
Project completed fiscal year 1973

A STUDY OF THE EFFECTIVENESS OF SELECTED OUT-OF-SCHOOL NEIGHBORHOOD YOUTH CORPS PROGRAMS, PHASE III

Regis H. Walther

Report Descriptors: EFFECTIVENESS OF PROGRAMS; NEIGHBORHOOD YOUTH CORPS (NYC); NEW EDUCATION PROGRAM; GENERAL EDUCATIONAL DEVELOPMENT (GED) EXAMINATION; MANPOWER PLANNING, RESEARCH, AND DEVELOPMENT; INSTRUCTIONAL MATERIALS, PROGRAMED INSTRUCTION

NTIS PB187933/AS

3-014 TRANSITION FROM SCHOOL TO WORK: IMPACT OF AN EXPERIMENTAL MANPOWER ECONOMICS COURSE ON A COHORT OF OHIO SECONDARY SCHOOL STUDENTS

COLORADO STATE UNIVERSITY
FORT COLLINS, COLO.

Grant 21-08-73-29
Project completed fiscal year 1974

MANPOWER ECONOMIC EDUCATION AND THE TRANSITION FROM SCHOOL TO WORK (IMPACT ON A COHORT OF OHIO SECONDARY SCHOOL STUDENTS)

Dr. Robert L. Darcy, Richard V. Kauffman, and Edward P. Miller
February 1974

Report Descriptors. MANPOWER ECONOMICS COURSES; COUNSELING AND GUIDANCE; TRANSITION FROM SCHOOL TO WORK; DROPOUTS; LONGITUDINAL SURVEYS; YOUTH

NTIS PB230971/AS

3-015* TRANSITION FROM SCHOOL TO WORK: THE CONTRIBUTION OF COOPERATIVE EDUCATION PROGRAMS AT THE SECONDARY SCHOOL LEVEL

NORTHEASTERN UNIVERSITY
BOSTON, MASS.

Dr. Morris A. Horowitz and Dr. Irwin L. Herrnstadt,
Department of Economics

Contract 82-25-71-39
Project still in progress

Descriptors. TRANSITION FROM SCHOOL TO WORK; VOCATIONAL EDUCATION; HIGH SCHOOLS; WORK-STUDY PROGRAMS; YOUTH; EDUCATION EFFECT ON CAREER PATTERNS; JOB PLACEMENT; LABOR FORCE PARTICIPATION; PART-TIME EMPLOYMENT; WORK ATTITUDES

This is a study of: (1) The degree to which students from cooperative vocational education programs may be better equipped than other youth to find a first full-time job and to find a job of better quality; and (2) the extent to which the working experience of graduates of cooperative vocational programs differs from that of other students. Secondary objectives include a determination of whether cooperative education is more likely to prevent students from leaving school prematurely and an identification of the method by which firms are encouraged to participate in cooperative education programs.

This is a two-phase study comparing the in-school programs and postgraduation labor market experience of 1966 and 1972 high school graduates in Boston and surrounding communities. The first phase, now completed, sought to obtain information on personal characteristics, high school educational experience, first job, and most recent employment of 1966 graduates. During phase II, students in the class of 1972 were interviewed in school and followed up for 15 months to determine the nature and extent of their educational program, its relevance to work situations, and their cooperative work experiences, job search methods, and job satisfaction. Teachers, school administrators, and employers were interviewed about the effectiveness of cooperative education.

Phase I results showed that 1966 graduates of cooperative and trade school programs earned higher hourly wages and had more occupational and employer stability than graduates of general academic and technical programs. More conclusive evidence on the differential effects of cooperative education versus noncooperative programs on postgraduation work experience will be obtained in phase II.

3-016 VOCATIONAL GUIDANCE PROGRAM FOR HIGH SCHOOL YOUTH

HOUSTON VOCATIONAL GUIDANCE
HOUSTON, TEX.

Contract 82-46-68-42
Project completed fiscal year 1974

CAREER GUIDANCE THROUGH GROUPS: A JOB PLACEMENT AND GROUP VOCATIONAL GUIDANCE SERVICE FOR HIGH SCHOOL YOUTH, PHASE II
June 1973

Report Descriptors: VOCATIONAL GUIDANCE; STAFF TRAINING; HIGH SCHOOLS; JOB PLACEMENT; INSTRUCTIONAL MATERIALS

NTIS PB199475/AS

THE GROUP GUIDANCE PROGRAM: CAREER GUIDANCE THROUGH GROUPS

VOL. 1, OPERATIONS MANUAL

Judy Meyer and Carol Anderson
June 1973

Report Descriptors: VOCATIONAL GUIDANCE; STAFF TRAINING; HIGH SCHOOLS; INSTRUCTIONAL MATERIALS

NTIS PB222123/AS

THE GROUP GUIDANCE PROGRAM: CAREER GUIDANCE THROUGH GROUP DYNAMICS FOR SECONDARY SCHOOL STUDENTS

VOL. 2, CURRICULUM MATERIALS

Keith Turkington, Carol Anderson, et al
June 1973

Report Descriptors: VOCATIONAL GUIDANCE; STAFF TRAINING; CURRICULUMS; INSTRUCTIONAL MATERIALS

NTIS PB222124/AS

Report Descriptors: VOCATIONAL GUIDANCE; INSTRUCTIONAL MATERIALS; STAFF TRAINING; HIGH SCHOOLS; CURRICULUMS

NTIS PB222122/AS-SET
The Group Guidance Program is available as a set from NTIS. It includes the material from PB 222123 and PB 222124.

THE GROUP GUIDANCE AND JOB PLACEMENT PROGRAM FOR HIGH SCHOOL YOUTH

VOL. 3, WORKSHOP TRAINING MANUAL

Keith Turkington, Carol Anderson, et al.
June 1973

Report Descriptors: VOCATIONAL GUIDANCE; STAFF TRAINING; INSTRUCTIONAL MATERIALS; HANDBOOKS

NTIS PB222411/AS

THE GROUP GUIDANCE PROGRAM: A GROUP CAREER GUIDANCE AND JOB PLACEMENT PROGRAM FOR SECONDARY SCHOOL YOUTH

VOL. 4, A COMMUNITY RESOURCE MANUAL—PROTOTYPE

June 1973

Report Descriptors: VOCATIONAL GUIDANCE; STAFF TRAINING

NTIS PB222412/AS

MULTI-MEDIA STAFF TRAINING PACKAGE

June 1973

Report Descriptors: VOCATIONAL GUIDANCE; STAFF TRAINING; INSTRUCTIONAL MATERIALS; AUDIOTAPES; FILMS
Available from Houston Vocational Guidance, 2525 San Jacinto St., Houston, Texas 77003.

3B. PUBLIC EMPLOYMENT PROGRAMS

3-017 ANALYSIS OF R&D APPROACHES AND FINDINGS ON PUBLIC SERVICE EMPLOYMENT FOR EMPLOYABILITY DEVELOPMENT

UNIVERSITY OF PITTSBURGH
PITTSBURGH, PA.

Grant 92-42-72-29
Project completed fiscal year 1974

PUBLIC SERVICE JOBS AND TRANSITIONAL EMPLOYMENT: AN ANALYSIS OF THE VERMONT EXPERIMENTAL AND DEMONSTRATION PROJECT

Dr. James A. Craft
February 1974

Report Descriptors: SUPPORTED EMPLOYMENT; PUBLIC EMPLOYMENT PROGRAMS; LOW INCOME; WELFARE RECIPIENTS; WAGE SUBSIDIES; SUPPORTIVE SERVICES; VERMONT

NTIS PB236183/AS

3-018 AN EXPLORATORY STUDY OF PARAPROFESSIONAL RECREATION AND PARK JOB OPPORTUNITIES FOR THE DISADVANTAGED IN WORK EXPERIENCE, PUBLIC SERVICE CAREER, AND PUBLIC EMPLOYMENT PROGRAMS

AMERICAN ASSOCIATION FOR HEALTH, PHYSICAL EDUCATION, AND RECREATION
WASHINGTON, D.C.

Grant 41-2-003-11
Project completed fiscal year 1974

UTILIZATION OF DISADVANTAGED WORKERS IN PUBLIC PARK AND RECREATION SERVICES

Dr. Donald E. Hawkins
September 1973

Report Descriptors: EMPLOYMENT OPPORTUNITIES; RECREATION AND PARKS; WORK-EXPERIENCE PROGRAMS; DISADVANTAGED; PARAPROFESSIONALS; MANPOWER UTILIZATION; RECRUITMENT; PUBLIC EMPLOYMENT PROGRAMS; PUBLIC SERVICE CAREERS

NTIS PB231872/AS
Also available from American Association for Health, Physical Education, and Recreation, 1201-16th St. NW., Washington, D.C. 20036 or National Recreation and Park Association, 1601 North Kent Street, Arlington, Va. 22209

3-019 THE IMPACT OF EMPLOYEE UNIONS ON THE PUBLIC EMPLOYMENT PROGRAM (PEP)

TEMPLE UNIVERSITY
PHILADELPHIA, PA.

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

Grant 92-42-72-17
Project completed fiscal year 1973

Dr. J. Joseph Loewenberg, Richard D. Leone, Karen S. Koziara, and Edward C. Koziara

Report Descriptors: PUBLIC EMPLOYMENT PROGRAMS; UNIONS; STATE AND LOCAL GOVERNMENTS; COLLECTIVE BARGAINING; UNION IMPACT

NTIS PB220855/AS
ERIC ed 080752

3-020 SPECIAL WORK PROJECTS FOR THE UNEMPLOYED AND UPGRADING FOR THE WORKING POOR

STATE OF VERMONT, DEPARTMENT OF EMPLOYMENT SECURITY
MONTPELIER, VT.

John M. White, Director, Vermont State Employment Service

Contract 82-48-70-30
Project completed fiscal year 1975

Descriptors: SUPPORTED EMPLOYMENT; PUBLIC EMPLOYMENT PROGRAMS; UPGRADING; LOW INCOME; WELFARE RECIPIENTS; VERMONT

This project explored the feasibility and effectiveness of temporary subsidized job opportunities for welfare recipients and other members of low-income families as a means of helping them to permanent unsubsidized employment. It also explored the feasibility and effectiveness of upgrading training for the working poor.

The contractor established special work project slots with public and nonprofit private employers for some 650 enrollees and upgrading training opportunities with private employers for almost 150 enrollees. Supportive services (such as day care, health aid, rehabilitation assistance, and social services) were provided by Vermont's Human Resources Agency and the State Office of Economic Opportunity. Followup information on employment and welfare status was gathered at 30, 90, and 180 days following project participation, and additional followup information for up to 30 months is currently being collected.

Analysis of the followup data shows a relatively high postsubsidy placement rate, with very little subsequent attrition. In general, the more successful participants were those who came to the program with better attitudes and motivation, fewer barriers to employment, and more favorable work/welfare histories. The upgrading component was moderately successful in achieving promotion and pay increases, but difficulties were encountered in identifying clients and employers for participation, partly due to a declining economic situation.

Complete documentation of the project experience, including analysis of project outcomes, descriptions of how various operational issues were dealt with, and operating guides and handbook, is contained in a series of monographs and special reports, including a separate grant to the University of Pittsburgh (grant 92-42-72-29).

STUDY OF THE VERMONT MANPOWER EXPERIMENTAL AND DEMONSTRATION PROGRAM, FINAL REPORT

Booz-Allen and Hamilton, Inc.
October 1973

Report Descriptors: ATTITUDES; MOTIVATION; SUPPORTED EMPLOYMENT; SERVICE DELIVERY SYSTEMS; LOW INCOME; WELFARE RECIPIENTS; VERMONT

NTIS PB226776/AS

FINAL UPGRADING REPORT

Robert E. Mattson
September 1973

Report Descriptors: UPGRADING; LOW INCOME; WELFARE RECIPIENTS; VERMONT

NTIS PB231920/AS

AN EVALUATION OF INDIVIDUALIZED AND POOL SLOT DEVELOPMENT FOR PUBLIC SERVICE EMPLOYMENT: THE VERMONT EXPERIENCE

Robert E. Mattson
September 1973

Report Descriptors: SUPPORTED EMPLOYMENT; PUBLIC EMPLOYMENT PROGRAMS; SERVICE DELIVERY SYSTEMS; MANPOWER PROGRAM MANAGEMENT; VERMONT

NTIS PB231850/AS

CONSIDERATIONS IN SELECTION OF PUBLIC SERVICE EMPLOYERS: THE VERMONT EXPERIENCE

Robert E. Mattson and Joseph A. Rution
September 1973

Report Descriptors: PUBLIC EMPLOYMENT PROGRAMS; STATE AND LOCAL GOVERNMENTS; VERMONT

NTIS PB231854/AS

THE USES OF PARAPROFESSIONALS IN THE DELIVERY OF MANPOWER AND SOCIAL SERVICES THROUGH PUBLIC SERVICE EMPLOYMENT: THE VERMONT EXPERIENCE

Robert E. Stanfield
September 1973

Report Descriptors: PUBLIC EMPLOYMENT PROGRAMS; PARAPROFESSIONAS; VERMONT

NTIS PB231897/AS

SWP VERSUS PEP: A COMPARISON BETWEEN THE VERMONT E&D SPECIAL WORK PROJECT AND THE PUBLIC EMPLOYMENT PROGRAM IN VERMONT

Richard A. Burleson
September 1973

Report Descriptors: PUBLIC EMPLOYMENT PROGRAMS; EFFECTIVENESS OF PROGRAMS; VERMONT

NTIS PB231895/AS

GPO—report is available from Government Printing Office.
MA—report is available from Manpower Administration.
See page iii for further information about ordering reports.

THE ROLE OF THE COACH IN PUBLIC SERVICE EMPLOYMENT: THE VERMONT EXPERIENCE

Erica Burleson
September 1973

Report Descriptors: PUBLIC EMPLOYMENT PROGRAMS; COACHING; VERMONT

NTIS PB231898/AS

FINANCIAL DISINCENTIVES FOR WELFARE CLIENTS TO ENTER PUBLIC SERVICE EMPLOYMENT: THE VERMONT EXPERIENCE

Milton J. Nadworny, R. B. Lawson, and R. E. Musty

Report Descriptors: PUBLIC EMPLOYMENT PROGRAMS; WELFARE RECIPIENTS; WORK INCENTIVES; EFFECTIVENESS OF PROGRAMS; VERMONT

NTIS PB231899/AS

THE ROLE OF THE COUNSELOR IN PUBLIC SERVICE EMPLOYMENT: THE VERMONT EXPERIENCE

Christina Gibbons
September 1973

Report Descriptors: PUBLIC EMPLOYMENT PROGRAMS; COUNSELING AND GUIDANCE; VERMONT

NTIS PB232048/AS

PROCEDURAL GUIDES FOR ADMINISTRATORS OF PUBLIC SERVICE EMPLOYMENT PROJECTS

September 1973

Report Descriptors: PUBLIC EMPLOYMENT PROGRAMS; SERVICE DELIVERY SYSTEMS; VERMONT; HANDBOOKS

NTIS PB231851/AS

EMPLOYABILITY BARRIERS OF THE WELFARE/MANPOWER PRIVATE AND PUBLIC SECTORS: THE VERMONT CLIENT GROUP AND THE ABSORPTIVE CAPACITY OF THE EXPERIENCE

Abbas Alnasrawi, John H. Mabry, and Milton J. Nadworny
September 1973

Report Descriptors: PUBLIC EMPLOYMENT PROGRAMS; LOW INCOME; WELFARE RECIPIENTS; LABOR MARKET INFORMATION; VERMONT

NTIS PB232078/AS

TRANSPORTATION AS A FACTOR IN THE DELIVERY OF RURAL MANPOWER SERVICES IN PUBLIC SERVICE EMPLOYMENT: THE VERMONT EXPERIENCE

Frederick T. Lawrence
September 1973

Report Descriptors: PUBLIC EMPLOYMENT PROGRAMS; COMMUTING; RURAL AREAS; SERVICE DELIVERY SYSTEMS; VERMONT

NTIS PB232177/AS

THE TRANSITION FROM SUBSIDIZED TO NONSUBSIDIZED EMPLOYMENT: THE VERMONT EXPERIENCE

Nancy Cargill Vachon
September 1973

Report Descriptors: PUBLIC EMPLOYMENT PROGRAMS; EFFECTIVENESS OF PROGRAMS; TRANSITION TO WORK; VERMONT

NTIS PB232278/AS

THE USE OF TRAINING RELATED EXPENSE AND ENRICHMENT MONIES IN PUBLIC SERVICE EMPLOYMENT: THE VERMONT EXPERIENCE

Gordon Gayer, Robert Herdman, Renate Hoinkes, and Frederick T. Lawrence
September 1973

Report Descriptors: PUBLIC EMPLOYMENT PROGRAMS; TRAINING ALLOWANCES; VERMONT

NTIS PB232211/AS

THE DEVELOPMENT OF A SYSTEM FOR FINANCIAL MANAGEMENT OF PUBLIC SERVICE EMPLOYMENT SUBCONTRACTS: THE VERMONT EXPERIENCE

Peter E. Battelle
September 1973

Report Descriptors: PUBLIC EMPLOYMENT PROGRAMS; INFORMATION SYSTEMS; MANPOWER PROGRAM MANAGEMENT; VERMONT

NTIS PB232180/AS

LONG TERM FOLLOWTHROUGH OF PARTICIPANTS IN THE VERMONT EXPERIMENTAL AND DEMONSTRATION PROJECT

John R. Cashman, Robert E. Mattson
December 1974

NTIS PB241224/AS

THE VERMONT SURVEY OF EMPLOYER RECEPTIVITY TO WAGE SUBSIDY PROGRAMS IN THE PRIVATE SECTOR

John R. Cashman,Robert E. Mattson
December 1974

Report Descriptors: EMPLOYER MANPOWER PRACTICES AND POLICIES; EMPLOYMENT POLICY; WAGE SUBSIDIES; PRIVATE INDUSTRY; VERMONT

NTIS PB241221/AS

FINAL REPORT

December 1974

NTIS PB231920/AS

3-021* TRANSITIONAL EMPLOYMENT EXPERIMENTAL MODEL

CALIFORNIA STATE PERSONNEL BOARD
SACRAMENTO, CALIF.

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*Ongoing project – final report not yet available.
Projects completed prior to this year are not described with a narrative.
NTIS – report is available from National Technical Information Service.

Richard A. Bernheimer

Grant 21-06-73-06
Project still in progress

Descriptors: STATE AND LOCAL GOVERNMENTS; DISADVANTAGED; CIVIL SERVICE SYSTEM; WELFARE RECIPIENTS; SUPPORTIVE SERVICES; TRAINING PRACTICES; TRANSITIONAL EMPLOYMENT EXPERIMENTAL MODEL; CALIFORNIA STATE PERSONNEL BOARD; CALIFORNIA

The objectives of this project are to explore and demonstrate the feasibility of a public-based employer acting as a first-resort employer for the disadvantaged and providing a transitional training and supportive service program during the initial period of employment.

Newly hired disadvantaged persons will be prepared for part-time or full-time employment elsewhere in the public and/or private sector and hired by participating agencies on a full-time basis after having demonstrated mastery of job duties in the transitional assignment. The contractor will arrange through the California Human Resources Division and other State and local agencies to develop and test the transition models. A cost accounting system will be established and maintained to identify and report costs of training, supervision, and other overhead incurred by participating employers.

3-022 Transition Methods in the Public Employment Program

NATIONAL CIVIL SERVICE LEAGUE
WASHINGTON, D.C.

Grant 92-11-72-13
Project completed fiscal year 1974

3C. SUPPORTED EMPLOYMENT

3-023* The Potential of Wage Subsidies

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

John H. Bishop, Institute for Research on Poverty

Grant 51-55-73-04
Project still in progress

Descriptors: WAGE SUBSIDIES; WELFARE RECIPIENTS; AID TO FAMILIES WITH DEPENDENT CHILDREN; LABOR DEMAND; DUAL LABOR MARKETS; LOW INCOME

The overall objective of the study is to increase our understanding of the probable effects of wage subsidies as an alternative form of income supplementation for AFDC recipients. Although such subsidies may be effective in stimulating work effort on the part of beneficiaries, it is first necessary that we be aware of the possible pervasive effects subsidies could have on a variety of economic variables, including the functioning of the low-wage labor market, wage rates, labor demand, income distribution, and the substitution of low-skilled labor for either capital or higher skilled labor.

Three complementary approaches are being used to determine the probable effects of wage subsidies: (1) Provide a model of low-wage labor markets and an evaluation of the wage rate and employment effects of wage subsidy policy based on that model; (2) estimate the impact of wage subsidies on the income distribution and the employment/unemployment experience of low-wage workers; and (3) determine the extent to which low-wage workers will be substituted for capital or higher skilled workers because of wage subsidies. If employment of lower skilled workers increases, at whose expense does the increase occur? The major data source for all approaches consists of special tabulations by the U.S. Bureau of the Census.

3-024 Supported Employment Project: The Pioneer Messenger Service

VERA INSTITUTE OF JUSTICE
NEW YORK, N.Y.

Contract 82-36-71-09
Project completed fiscal year 1974

THE PIONEER MESSENGER SERVICE
Gary Walker
April 1972

Report Descriptors: DRUG USERS; SUPPORTED EMPLOYMENT; TRANSITION TO WORK; ALCOHOLICS; CORRECTIONS; WORK ENVIRONMENT

NTIS PB214575/AS

3-025* Supported Employment Projects in the Public Sector

VERA INSTITUTE OF JUSTICE
NEW YORK, N.Y.

Herbert Sturz, Director

Grant 92-36-72-12
Project still in progress

Descriptors: DRUG USERS; CORRECTIONS; WELFARE RECIPIENTS; SUPPORTED EMPLOYMENT; ALCOHOLICS; PUBLIC EMPLOYMENT PROGRAMS; WORK ENVIRONMENT

This project is determining the feasibility and potential of public service supported work programs for individuals with addiction, alcoholic, and offender backgrounds who are unable to remain successfully employed and is assessing the effectiveness of such programs, the problems encountered in their operation, and their impact upon this special group.

The grantee, with financial assistance from the City of New York, conducts three public service projects employing ex-offenders and ex-addicts -- building/monument restoration and cleaning, newspaper recycling, and sidewalk repair and paving. The situations, onsite counselors, specialized employee orientation and training, and other supportive services.

FIRST ANNUAL RESEARCH REPORT ON SUPPORTED EMPLOYMENT

Lucy N. Friedman
October 1973

Report Descriptors: DRUG USERS; CORRECTIONS; WELFARE RECIPIENTS; SUPPORTED EMPLOYMENT; ALCOHOLICS; PUBLIC EMPLOYMENT PROGRAMS
MA LIMITED DISTRIBUTION

3-026 SUPPORTED EMPLOYMENT PLANNING GRANT IN ATLANTA

ATLANTA URBAN LEAGUE
ATLANTA, GA.

Lyndon Wade, Executive Director

Grant 12-13-74-06
Project completed fiscal year 1975

Descriptors: DRUG USERS; AID TO FAMILIES WITH DEPENDENT CHILDREN; CHRONICALLY UNEMPLOYED; CORRECTIONS; SUPPORTED EMPLOYMENT; YOUTH; GEORGIA, ATLANTA

The objective of this project was to determine the feasibility of supported work programs for individuals who, because of their past work histories, are unable to secure and maintain regular employment. The basic feature of the supported work concept is a controlled, low-stress work environment for individuals who are not ready for entry into the competitive labor market. On the basis of the supported work model developed by the Vera Institute of Justice, the Manpower Administration is undertaking a national test of the supported work concept to determine its replicability in other jurisdictions. Target populations are limited to youth, female welfare heads of households, ex-offenders, and ex-addicts.

3-027 SUPPORTED EMPLOYMENT PLANNING GRANT IN THE BOSTON AREA

STATE OF MASSACHUSETTS, TECHNICAL DEVELOPMENT CORPORATION
CONCORD, MASS.

David Dayton

Grant 12-25-74-02
Project completed fiscal year 1975

Descriptors: DRUG USERS; AID TO FAMILIES WITH DEPENDENT CHILDREN; CHRONICALLY UNEMPLOYED; CORRECTIONS; SUPPORTED EMPLOYMENT; YOUTH; MASSACHUSETTS, BOSTON AREA

See description of grant 12-13-74-06 above.

3-028 SUPPORTED EMPLOYMENT PLANNING GRANT IN DETROIT

CITY OF DETROIT, MAYOR'S OFFICE OF MANPOWER
DETROIT, MICH.

Ralph Rosenfeld, Director

Grant 12-26-74-08
Project completed fiscal year 1975

Descriptors: DRUG USERS; AID TO FAMILIES WITH DEPENDENT CHILDREN; CHRONICALLY UNEMPLOYED; CORRECTIONS; SUPPORTED EMPLOYMENT; YOUTH; MICHIGAN, DETROIT

See description of grant 12-13-74-06 above.

3-029 SUPPORTED EMPLOYMENT PLANNING GRANT IN HARTFORD

THE GREATER HARTFORD PROCESS, INC.
HARTFORD, CONN.

Robert Patricelli, President

Grant 12-09-74-03
Project completed fiscal year 1975

Descriptors: DRUG USERS; AID TO FAMILIES WITH DEPENDENT CHILDREN; CHRONICALLY UNEMPLOYED; CORRECTIONS; SUPPORTED EMPLOYMENT; YOUTH; CONNECTICUT, HARTFORD

See description of grant 12-13-74-06, above.

3-030 SUPPORTED EMPLOYMENT PLANNING GRANT IN JERSEY CITY

PATRICK HOUSE DRUG ABUSE AND FAMILY HEALTH CENTER, CITY OF JERSEY CITY
JERSEY CITY, N.J.

Rev. Francis E. Shiller, Executive Director

Grant 42-34-74-06
Project completed fiscal year 1975

Descriptors: DRUG USERS; AID TO FAMILIES WITH DEPENDENT CHILDREN; CHRONICALLY UNEMPLOYED; CORRECTIONS; SUPPORTED EMPLOYMENT; YOUTH; NEW JERSEY, JERSEY CITY

See description of grant 12-13-74-06 above.

3-031 SUPPORTED EMPLOYMENT PLANNING GRANT IN NEWARK

STATE OF NEW JERSEY, OFFICE OF NEWARK STUDIES
NEWARK, N.J.

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

Jack Krauskopf

Grant 42-34-74-07
Project completed fiscal year 1975

Descriptors: DRUG USERS; AID TO FAMILIES WITH DEPENDENT CHILDREN; CHRONICALLY UNEMPLOYED; CORRECTIONS; SUPPORTED EMPLOYMENT; YOUTH; NEW JERSEY, NEWARK

See description of grant 12-13-74-06 above.

3-032 SUPPORTED EMPLOYMENT PLANNING GRANT IN NEW ORLEANS

CITY OF NEW ORLEANS
NEW ORLEANS, LA.

Robert Tucker, Executive Assistant to the Mayor

Grants 12-22-74-10 and 42-22-74-05
Project completed fiscal year 1975

Descriptors: DRUG USERS; AID TO FAMILIES WITH DEPENDENT CHILDREN; CHRONICALLY UNEMPLOYED; CORRECTIONS; SUPPORTED EMPLOYMENT; YOUTH; LOUISIANA, NEW ORLEANS

See description of grant 12-13-74-06 above.

3-033 SUPPORTED EMPLOYMENT PLANNING GRANT IN OAKLAND

SPANISH-SPEAKING UNITY COUNCIL OF ALAMEDA COUNTY
OAKLAND, CALIF.

Henry M. Mestre, Deputy Director for Community Services

Grant 12-06-74-05
Project completed fiscal year 1975

Descriptors: DRUG USERS; AID TO FAMILIES WITH DEPENDENT CHILDREN; CHRONICALLY UNEMPLOYED; CORRECTIONS; SUPPORTED EMPLOYMENT; YOUTH; CALIFORNIA, OAKLAND; CALIFORNIA, ALAMEDA COUNTY

See description of grant 12-13-74-06 above.

3-034 SUPPORTED EMPLOYMENT PLANNING GRANT IN OHIO

STATE OF OHIO, OFFICE OF POLICY RESEARCH
COLUMBUS, OHIO

John B. Olsen, Special Assistant to the Governor

Grant 12-39-74-07
Project completed fiscal year 1975

Descriptors: DRUG USERS; AID TO FAMILIES WITH DEPENDENT CHILDREN; CHRONICALLY UNEMPLOYED; CORRECTIONS; SUPPORTED EMPLOYMENT; YOUTH; OHIO, COLUMBUS; OHIO, SPRINGFIELD

See description of grant 12-13-74-06 above.

3-035 SUPPORTED EMPLOYMENT PLANNING GRANT IN PORTLAND

CITY OF PORTLAND, HUMAN RESOURCES BUREAU
PORTLAND, OREG.

Charles R. Jordan, City Commissioner

Grant 12-41-74-01
Project completed fiscal year 1975

Descriptors: DRUG USERS; AID TO FAMILIES WITH DEPENDENT CHILDREN; CHRONICALLY UNEMPLOYED; CORRECTIONS; SUPPORTED EMPLOYMENT; YOUTH; OREGON, PORTLAND

See description of grant 12-13-74-06 above.

3-036 SUPPORTED EMPLOYMENT PLANNING GRANT IN SAN FRANCISCO

CITY AND COUNTY OF SAN FRANCISCO, OFFICE OF MANPOWER
SAN FRANCISCO, CALIF.

Eunice Elton, Director

Grants 12-06-74-09 and 42-06-74-13
Project completed fiscal year 1975

Descriptors: DRUG USERS; AID TO FAMILIES WITH DEPENDENT CHILDREN; CHRONICALLY UNEMPLOYED; CORRECTIONS; SUPPORTED EMPLOYMENT; YOUTH; CALIFORNIA, SAN FRANCISCO

See description of grant 12-13-74-06 above.

3-037 SUPPORTED EMPLOYMENT PLANNING GRANT IN UTAH

STATE OF UTAH, OFFICE OF STATE PLANNING COORDINATOR
SALT LAKE CITY, UTAH

Burton Carlson

Grant 12-49-74-04
Project completed fiscal year 1975

Descriptors: DRUG USERS; AID TO FAMILIES WITH DEPENDENT CHILDREN; CHRONICALLY UNEMPLOYED;

CORRECTIONS; SUPPORTED EMPLOYMENT; YOUTH; UTAH, SALT LAKE CITY; UTAH, OGDEN

See description of grant 12-13-74-06 above.

3-038* SUPPORTED EMPLOYMENT DEMONSTRATION PROJECT

MANPOWER DEMONSTRATION RESEARCH CORPORATION
NEW YORK, N.Y.
AND
MATHEMATICA, INC.
PRINCETON, N.J.

William Grinker

Grant 33-36-75-01
Project still in progress

Descriptors: DRUG USERS; AID TO FAMILIES WITH DEPENDENT CHILDREN; CHRONICALLY UNEMPLOYED; CORRECTIONS; SUPPORTED EMPLOYMENT; YOUTH

The overall objectives of this grant are to: (1) Determine the feasibility and potential of supported employment programs for ex-offenders, ex-addicts, welfare heads of households, and unemployed out-of-school youth who because of their backgrounds and work histories are unable to secure and maintain regular employment; (2) analyze and document the procedures and processes by which 12 jurisdictions can provide large-scale, low-stress employment not otherwise available to such individuals on a permanent basis; (3) conduct an in-depth research study to determine the role of supported employment in a comprehensive employment strategy that deals with dependency populations; and (4) examine and evaluate the macro and micro economic and social implications of an expansion of supported employment programs to national scale.

The grantee will, in conjunction with the board of directors and the relevant Federal agencies, select and subcontract with 10 to 12 jurisdictions to operate 3-year supported employment programs. Each project will provide group work situations; onsite counselors; specialized employee training, motivation, and orientation; a full range of support services; and a job creation and development component. Additionally the grantee will supervise the implementation of the overall research component and will subcontract with Mathematica, Inc. Approximately 4,000 subjects will be involved to carry out the specified research design.

3-039* SURVEY OF SHELTERED WORKSHOPS AND THEIR HANDICAPPED CLIENTS

EMPLOYMENT STANDARDS ADMINISTRATION,
U.S. DEPARTMENT OF LABOR
WASHINGTON, D.C.

Jack Karlin, Division of Research

Contract 20-11-73-25
Project still in progress

Descriptors: REHABILITATION; SHELTERED WORKSHOPS; HANDICAPPED; ASSESSMENT AND EVALUATION; FAIR LABOR STANDARDS ACT; FRINGE BENEFITS; JOB PLACEMENT

The workshop portion of this survey has three major objectives: (1) To analyze sources and amounts of fringe benefits such as workmen's compensation, social security, and other income supplements to clients; (2) to analyze the effects of the 1967 Fair Labor Standards Act Amendments separating work activities centers from regular programs; and (3) to explore the feasibility of enlarging the sheltered work concept to expand employment and training opportunities for hard-to-employ persons who are neither physically nor mentally disabled. Institutional training, transition to and withdrawal from competitive employment, wage and productivity determinations, operating income versus expenses, and the efficiency and effectiveness of workshop program functions will also be studied. Handicapped clients' attitudes and experiences as workshop employees will be surveyed and compared with data on workshop operations.

A mail survey of all 1,800 workshops and personal interviews with a stratified random sample of 3,000 clients will provide the data for the survey.

3D. UPGRADING AND JOB RESTRUCTURING

3-040* CALIFORNIA AGRICULTURE CAREER SYSTEM

SOCIAL DEVELOPMENT CORPORATION
BETHESDA, MD.

Donald G. Bennett

Contract 82-11-71-25
Project still in progress

Descriptors: MECHANIZATION; EXTERNAL LABOR MARKETS; SEASONAL EMPLOYMENT; OCCUPATIONAL CLASSIFICATION; OCCUPATIONAL STRUCTURE; AGRICULTURAL COMMUNITIES; FARMWORKERS; EMPLOYER MANPOWER PLANNING; RECRUITMENT; UPGRADING; JOB ANALYSIS; VOCATIONAL TRAINING; UTILIZATION OF MANPOWER RESEARCH AND DEVELOPMENT

Known as the Farm Job Ladder Project in its earlier two phases of work, this project had as its original objectives the exploration of: (1) The potential for developing alternative model systems for job structuring and related upgrading on large farms undergoing changes in mechanization levels and (2) the feasibility of involving farm operators in the testing of new methods for improving farm manpower management.

Having developed a workable career model, applicable with minor variation to either orchard or field and row farms and, further, having successfully involved farm operators in attempts to adopt new manpower management practices and policies, the project has as its current objective under a final phase of work to extend the utilization of the model in California through a network of State agencies and organizations.

During the developmental phase of work, job task analyses were conducted to cover all activities performed

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***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

on four farms, represented by different-sized orchard and field and row crop operations. These data were then ordered into a more generic farm career ladder.

During the implementation phase, the job ladder model was field tested on additional California farms to find out whether its use would provide more stable farm employment and more efficient farm labor management. This field testing resulted in refinements of the skill sequences that were incorporated into the ladder, affirmed the model's potential for wider application, helped identify agriculture skill-shortage areas where vocational training would be appropriate, and in general assessed the farmers' acceptance, use, and appreciation of the farm job ladder model.

During the final phase of work, project staff are seeking to extend the use of the job ladder model by fitting it into a new network formed by several State agencies working together and sharing responsibilities. The three main California agencies involved in the network are the cooperative extension service, the State department of vocational education, and the employment service.

The career ladder model has been successful thus far in: (1) Satisfying participant farm owners that it does offer a more efficient and reliable way of managing the increasingly complex business of farming and (2) extending the work season and providing training and upgrading opportunities to a certain portion of farmworkers who, in previous years, engaged only in part-time low-skill work.

3-041 Career Progression Systems in the Internal Labor Market

HUMANIC DESIGNS DIVISION, INFORMATION SCIENCE CORPORATION
MANHASSET, N.Y.

Dr. Samuel Marks, President

Contract 82-34-70-04
Project completed fiscal year 1975

Descriptors: OCCUPATIONAL MOBILITY; UPGRADING; INTERNAL LABOR MARKET; CAREER GOALS; MINORITIES; WOMEN; JOB STRUCTURE; TRANSFERABILITY OF SKILLS; CAREER PATTERNS

This project developed and tested multistep career progression systems for low-skill workers in private industry in order to determine ways in which methods found to be effective in three organizational settings—a large multiplant manufacturing corporation, a national trade association, and a government agency—could be spread through the organization or industry.

The progression opportunity area is a relatively new one; however, evidence is beginning to emerge that well-articulated progression opportunity approaches can be developed, encompassing the job structure, procedures governing movement within the structure, and qualifications required for entry into higher skilled jobs, that can improve productivity and help solve problems of morale indicated by absenteeism, turnover, and quit rates. Concern of top management with EEO compliance appears to be an added motivation.

Approaches for encouraging employers to commit their own resources for achieving planned upward mobility with little or no government intervention should be continued, along with a refinement of techniques to bring about equal employment opportunity for minority groups and women.

CAREER PROGRESSION SYSTEMS IN THE INTERNAL LABOR MARKET FOR A MULTI-PLANT MANUFACTURING CORPORATION

Leonard Smith
October 1973

Report Descriptors: JOB STRUCTURE; CAREER CHOICE; TRANSFERABILITY OF SKILLS; EMPLOYER MANPOWER PLANNING; UPGRADING; OCCUPATIONAL MOBILITY; TRANSPORTATION EQUIPMENT INDUSTRY

CAREER PROGRESSION SYSTEMS IN THE FOOD SERVICE INDUSTRY

Leonard Smith and Caroline Pezzullo
August 1973

Report Descriptors: JOB STRUCTURE; CAREER CHOICE; TRANSFERABILITY OF SKILLS; EMPLOYER MANPOWER PLANNING; UPGRADING; OCCUPATIONAL MOBILITY; FOOD SERVICE INDUSTRY

MA

CAREER PROGRESSION SYSTEMS FOR A MULTI-PLANT MANUFACTURING CORPORATION-FINAL REPORT

Dr. Charles Brecher
August 1974

Report Descriptors: UPGRADING; INTERNAL LABOR MARKET; EMPLOYER MANPOWER PLANNING; DISCRIMINATION

NTIS PB239743/AS

3-042* Demonstration Project to Develop and Test Alternative Qualifications and Credentials for Upgrading Paraprofessionals in Human Service Occupations

NATIONAL COMMITTEE ON EMPLOYMENT OF YOUTH (NCEY)
NEW YORK, N.Y.

Seymour Lesh

Contract 82-34-70-29
Project still in progress

Descriptors: PARAPROFESSIONALS; HUMAN SERVICE OCCUPATIONS; CREDENTIALING; UPGRADING; CHILD DAY CARE; VOCATIONAL TRAINING

With the assistance of employers, educational institutions, appropriate unions, and professional societies, this project is developing and testing innovative models of upward mobility for paraprofessionals in four human service occupations (addiction services specialist, occupational therapist, child development worker, and early childhood

GPO—report is available from Government Printing Office.
MA—report is available from Manpower Administration.
See page iii for further information about ordering reports.

teacher). The project is developing changes in qualifications and accreditation processes alternative to the ones required by most employers and educational institutions. During phases I and II, the project developed funding support from NIMH, NIH, and New York City and State agencies. During the current and final phase (III), the contractor will followup and assess the progress made in the four occupational areas in order to facilitate the replication and institutionalization of project findings by State and Federal agencies.

Key features of the models include the following: (1) Credentials are based on a thorough analysis of job-relevant knowledge and skills; (2) the employer fully collaborates with an academic institution to determine training and curriculum content, and (3) academic credit is given for past work experience, on-the-job training, and critical life experience.

UPGRADING AND CREDENTIALING PARAPROFESSIONALS: DEVELOPING NEW MODELS IN HUMAN SERVICE OCCUPATIONS

FINAL REPORT FOR PHASE I, SEPTEMBER 1970—MAY 1972

Anita S. Vogel
1973

Report Descriptors: UPGRADING; CREDENTIALING; PARAPROFESSIONAS; HUMAN SERVICE OCCUPATIONS; VOCATIONAL TRAINING

NTIS

APPENDIXES FOR FINAL REPORT FOR PHASE I SEPT. 1970—MAY 1972

Anita S. Vogel
1973

Report Descriptors: UPGRADING; CREDENTIALING; PARAPROFESSIONAS; HUMAN SERVICE OCCUPATIONS; VOCATIONAL TRAINING

NTIS

DEMONSTRATION PROJECT ON DEVELOPING ALTERNATIVE QUALIFICATIONS AND CREDENTIALS FOR PARAPROFESSIONALS FINAL REPORT: PHASE II (DECEMBER 1973)

Seymour Lesh and staff
May 1974

Report Descriptors: PARAPROFESSIONALS; CREDENTIALING; UPGRADING; VOCATIONAL TRAINING; HUMAN SERVICE OCCUPATIONS

NTIS

A CRITICAL ANALYSIS OF A NEW MODEL FOR OCCUPATIONAL THERAPY EDUCATION: ITS APPLICABILITY FOR OTHER OCCUPATIONS AND SYSTEMS. REPORT OF A SYMPOSIUM CONDUCTED BY THE CONSORTIUM FOR OCCUPATIONAL THERAPY EDUCATION, APRIL 16, 1974, ORANGEBURG, N.Y.
April 1974

Report Descriptors: CREDENTIALING; PARAPROFESSIONALS; HUMAN SERVICE OCCUPATIONS; VOCATIONAL TRAINING

NTIS

3-043* DEMONSTRATION PROJECT FOR INSTITUTIONALIZIG THE UPGRADING OF THE DISADVANTAGED

UNIVERSITY OF PENNSYLVANIA, THE WHARTON SCHOOL, INDUSTRIAL RESEARCH UNIT
PHILADELPHIA, PA.

Dr. Herbert R. Northrup, Professor of Industry and Dr. Richard L. Rowan, Industrial Unit

Grant 21-42-75-01
Project still in progress

Descriptors: UPGRADING; MINORITIES; DISADVANTAGED; UNDEREMPLOYMENT OCCUPATIONAL MOBILITY; INDUSTRIAL PRACTICES; PENNSYLVANIA, PHILADELPHIA

This project will attempt to identify upgrading programs in several companies in selected industries and determine which ones offer the best opportunities for upward mobility. been done, arrangements will be made to determine which of these programs have the potential for institutionalization. cooperation will be sought for utilization of the successful methods, and other employers and manpower program administrators will be brought together to achieve adoption and expansion of these programs.

3-044 DEVELOPMENT OF CAREER PROGRESSION SYSTEMS FOR EMPLOYEES IN THE FOOD SERVICE INDUSTRY

NATIONAL RESTAURANT ASSOCIATION
CHICAGO, ILL.

Contract 82-17-71-19
Project completed fiscal year 1974

Gary L. Hotchkin
April 1974

Report Descriptors: FOOD SERVICE INDUSTRY; UPGRADING; JOB ANALYSIS; INDUSTRY PRACTICES; CAREER PATTERNS

NTIS PB236832/AS

HOW TO INVEST IN PEOPLE: A HANDBOOK ON CAREER LADDERS

National Restaurant Association
1973

Report Descriptors: FOOD SERVICE INDUSTRY; UPGRADING; JOB ANALYSIS; INDUSTRY PRACTICES; CAREER PATTERNS

MA
Available from National Restaurant Association, One IBM Plaza, Suite 2600, Chicago, Ill. 60611.

3-045 DEVELOPMENT OF UPGRADE MODELS IN PRIVATE INDUSTRY

NEW CAREERS SYSTEMS INSTITUTE
NEW BRUNSWICK, N.J.

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

Contract 82-34-69-41
Project completed fiscal year 1974

ALPHA: A CASE STUDY IN UPGRADING

Leonard P. R. Granick, Lee E. Jacobson, and Robert B. Greaux
1973

Report Descriptors: UPGRADING; EMPLOYER MANPOWER PLANNING; JOB RESTRUCTURING; INTERNAL LABOR MARKET; OCCUPATIONAL STRUCTURE; MANUFACTURING; SUPPORTIVE SERVICES; BASIC EDUCATION; OCCUPATIONAL TRAINING; INDUSTRY PRACTICES

NTIS PB220624/AS

3-046* AN EVALUATION OF JOURNEYMAN UPGRADING PROGRAMS IN SELECTED CONSTRUCTION TRADES

FLORIDA INTERNATIONAL UNIVERSITY
MIAMI, FLA.

Dr. William S. Franklin, Assistant Professor of Economics

Grant 21-12-74-22
Project still in progress

Descriptors: UPGRADING; JOURNEYMEN; CRAFT WORKERS; CONSTRUCTION INDUSTRY; UNION MANPOWER PRACTICES; RELATED INSTRUCTION

Journeyman upgrading programs in the building trades are assessed in this two-city study. This type of training is designed to help construction craft workers keep abreast of changes in the industry. In examining six upgrading programs, the investigator conducted personal interviews with journeymen, employers, and other knowledgeable construction industry people. He found that about a third of the journeymen in the study had participated in upgrading courses at some time since becoming journeymen. They take such training to learn how to use new products and processes, to acquire skills for which they have had no prior training, and to sharpen skills blunted through disuse. (71 percent) of these journeymen believed that they had benefited from upgrading programs. They felt that the coursework had increased their ability to hold a variety of jobs. Even though program's funds are provided by employers through collective bargaining agreements, the study found that many contractors knew little about upgrading programs. Such lack of familiarity has undoubtedly lessened the impact of these programs.

UPGRADING PROGRAMS FOR CONSTRUCTION JOURNEYMEN

June 1975

NTIS
MA

3-047* HEALTH SERVICES MOBILITY STUDY (HSMS)

THE RESEARCH FOUNDATION OF THE CITY UNIVERSITY OF NEW YORK
NEW YORK, N.Y.

Dr. Eleanor G. Gilpatrick, Director

Contract 82-34-69-34
Project still in progress

Descriptors: UPGRADING; HEALTH MANPOWER; JOB ANALYSIS; OCCUPATIONAL MOBILITY; OCCUPATIONAL STRUCTURE; CURRICULUMS

The basic goal of HSMS is to find methods of facilitating the upward mobility and more effective development and use of health services workers.

Project staff will develop, test, and apply a highly sophisticated, explicitly researched, and well-documented methodology for job analysis, occupational structuring, and curriculum design. These tests will take place in operating situations, principally in health services organizations and educational institutions.

Initial findings indicate that New York municipal hospitals can be restructured to permit more efficient use of health manpower. Additionally, the principal investigator has designed and validated a task analysis methodology which may be used in industries other than health services. A limited number of copies of selected project reports may be obtained from Health Services Mobility Study, 346 Broadway, Room 714, New York, N. Y. 10013.

THE DESIGN OF CURRICULUM GUIDELINES FOR EDUCATIONAL LADDERS USING TASK DATA. (WORKING PAPER NO. 11)

Christiana Gulion and Dr. Eleanor G. Gilpatrick
July 1973

Report Descriptors: CURRICULUMS; UPGRADING; HEALTH MANPOWER; JOB ANALYSIS; TESTING; OCCUPATIONAL STRUCTURE; OCCUPATIONAL MOBILITY; HANDBOOKS

NTIS PB225035/5AS

HEALTH SERVICES MOBILITY STUDY, FINAL REPORT FOR THE PERIOD OCTOBER 1967 TO MARCH 1972. (TECHNICAL REPORT NO. 11)

1972

Report Descriptors: HEALTH MANPOWER; UPGRADING; HOSPITALS; JOB ANALYSIS; ORGANIZATIONAL STRUCTURE; NEW YORK, NEW YORK

NTIS PB210912/AS

HEALTH SERVICES MOBILITY STUDY, FIRST PROGRESS REPORT FOR PHASE IV FOR THE PERIOD APRIL 1,1972 TO MARCH 15,1973. (TECHNICAL REPORT NO. 12)

1973

Report Descriptors: HEALTH MANPOWER; UPGRADING; HOSPITALS; JOB ANALYSIS; ORGANIZATIONAL STRUCTURE; NEW YORK, NEW YORK

NTIS PB222321/AS

MA LIMITED COPIES AVAILABLE

SUGGESTIONS FOR JOB AND CURRICULUM LADDERS IN HEALTH CENTER AMBULATORY CARE. (RESEARCH REPORTS NOS. 4 AND 5)

Dr. Eleanor G. Gilpatrick
1972

Report Descriptors: HEALTH MANPOWER; UPGRADING; HOSPITALS; JOB ANALYSIS; ORGANIZATIONAL STRUCTURE
Available from Research Foundation, City University of New York, 346 Broadway, New York, N.Y. 10013.

3-048* IMPACT AND EFFECT OF THE JOB ADVANCEMENT TRAINING R&D PROJECT IN THE NORTHERN CALIFORNIA CANNING INDUSTRY

CENTER FOR APPLIED MANPOWER RESEARCH
BERKELEY, CALIF.

Dr. Curtis C. Aller

Grant 21-06-74-06
Project still in progress

Descriptors: CANNING INDUSTRY; UPGRADING; WOMEN; MEXICAN AMERICANS; CHINESE AMERICANS; UNIONS; TRAINING EFFECTIVENESS AND IMPACT; LAYOFFS; CALIFORNIA

This study will measure outcomes and individual effects of an R&D project, Job Advancement Training (JAT), concerned with the use of layoff time to provide upgrade training for seasonal workers in the canning industry. Additionally, this evaluative study will examine the impact of the JAT project upon the industry's manpower perceptions and practices.

Procedures include: (1) Assembling, updating, and analyzing base and posttraining earnings data for more than 400 participants and comparing these with a matched group, and (2) worker, employer, and union leader interviews. See 20-06-74-12.

3-049* IMPROVING THE UTILIZATION OF HEALTH MANPOWER BY PARTICIPANT OBSERVATION

NORTHEASTERN UNIVERSITY
BOSTON, MASS.

Dr. Harold M. Goldstein and Dr. Morris A. Horowitz, Center for Medical Manpower Studies

Grant 42-25-72-10 (formerly Contract 41-9-004-23 and Grant 91-23-67-57)
Project still in progress

Descriptors: HEALTH MANPOWER; UPGRADING; PARTICIPANT-OBSERVER METHODOLOGY; HOSPITALS; JOB ANALYSIS; ORGANIZATIONAL STRUCTURE; MASSACHUSETTS, CAMBRIDGE

The principal objectives of this project are: (1) To determine whether and how recommendations made in a study of the Cambridge Hospital have been carried out; (2) to analyze why certain changes were or were not made; (3) to analyze the longrun and cumulative effects of such changes; (4) to disseminate findings from this and other studies among other hospitals in the area; (5) to explore the development of research techniques for measuring how much change has taken place through improvement in quality of medical services; and (6) to compile a list of "marginal medical functions" which could be performed as well or better by paramedical personnel.

The researchers will attempt to act as change agents, using "participant observation" research techniques, in working with the hospitals to collect data on hiring, terminations, wage rates, job descriptions, job functions, and manpower utilization. They will also attempt to utilize in these hospitals the findings from other research and development efforts in the health manpower area.

In another research component, the center will determine the changes over a 5-year period in the various occupational groups within the health manpower field in the Boston area, whether there is an underutilization of hospital bed capacity, and the effects of the growth of nonhospital health facilities.

In addition, the researchers are analyzing more than 2,200 requests for copies of their earlier report in an attempt to build a using public for their own findings and those of other researchers in the allied health manpower area.

TWO-YEAR REPORT OF JUNE 30, 1972, TO JUNE 30, 1974
July 1974

Report Descriptors: HEALTH MANPOWER; UPGRADING; OCCUPATIONAL MOBILITY; JOB ANALYSIS; MASSACHUSETTS, CAMBRIDGE

NTIS PB236324/AS
Also available from Center for Medical Manpower Studies, Northeastern University, Boston, Mass. 02115.

3-050* IN-PLANT UPGRADING AND MOBILITY PATTERNS

UNIVERSITY OF PENNSYLVANIA
PHILADELPHIA, PA.

Dr. Herbert R. Northrup, The Wharton School of Finance and Commerce

Grant 92-42-72-26
Project still in progress

Descriptors: UPGRADING; SUPERVISION; DISADVANTAGED; INDUSTRY PRACTICES; WORK INCENTIVES; OCCUPATIONAL MOBILITY

The objective of this study was to conduct case studies of in-plant upgrading and mobility patterns in different industries in order to describe the mobility paths that su-

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***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

pervisors have followed; to determine the extent to which promotions are based on objective, quantifiable criteria; and to construct a model that explains the typical mobility path followed by supervisors.

Eight plants in different industries with various types of seniority structures were selected for study. Company personnel policy statements were examined to determine whether upgrading policy is clearly articulated and what impact it has on the promotion process. The grantee also assessed information from personnel records to discern whether characteristics of upgraded workers change over time. Interviews were conducted with plant managers, supervisors, workers, and others with knowledge of upgrading and promotion decisions.

According to the study's results, the process of selecting workers for promotion to supervisory positions is often informal and controlled by line management. Upgrading procedures in these informal settings tend to be an extension of the hourly upgrading process. That is, first line supervisors most often come from the ranks of employees who hold the top hourly jobs in their respective line of progression or in their department. The upgraded workers also tend to have held more jobs at their present place of employment. Moreover, the investigator found that the average first line supervisor began his plant career at a younger age than the average hourly employee who had not been promoted to a supervisory position. This was so despite the fact that upgraded workers spent more time with their previous employer than the nonup-graded workers.

3-051 Job Advancement Training Program: Training the Worker During Periods of Layoff

UNITED STATES RESEARCH AND DEVELOPMENT CORPORATION
NEW YORK, N.Y.

Contract 82-34-70-31
Project completed fiscal year 1974

AN EXPERIMENT IN USING LAY-OFF TIME FOR IMPROVING WORKERS' ADVANCEMENT POTENTIAL

William T. McGrath
October 1972

Report Descriptors: UPGRADING; LAYOFFS; BASIC EDUCATION; EMPLOYABILITY DEVELOPMENT; TRAINING PRACTICES

NTIS PB217105/AS
ERIC ed 075605

AN INDUSTRY SPECIFIC APPROACH TO LAYOFF TIME TRAINING, THE JOB ADVANCEMENT TRAINING PROGRAM

William T. McGrath
1974

NTIS

3-052 Proficiency Examinations for Medical Laboratory Workers

NATIONAL COMMITTEE FOR CAREERS IN THE MEDICAL LABORATORY
BETHESDA, MD.
AND
EDUCATIONAL TESTING SERVICE
PRINCETON, N.J.

Contract 82-22-70-35
Project completed fiscal year 1974

A CHANCE TO GET AHEAD: PROFICIENCY EXAMINATIONS FOR CLINICAL LABORATORY PERSONNEL; FINAL REPORT, JULY 1, 1970, TO JANUARY 31, 1974

Jean D. Linehan
June 1974

Report Descriptors: TESTING; HEALTH MANPOWER; UPGRADING; VETERANS; CREDENTIALING; OCCUPATIONAL LICENSING

NTIS PB236178/AS
Also available from National Committee for Careers in the Medical Laboratory, 9650 Rockville Pike, Bethesda, Md. 20014 ($3.50).

3-053* Research Demonstration Program for Training and Career Ladder Development for Housekeepers in the Lodging and Public Health Industries

COUNCIL ON HOTEL, RESTAURANT AND INSTITUTIONAL EDUCATION
WASHINGTON, D.C.

Richard M. Landmark, Lionel Brookins, and George Ebey Associates

Grant 92-11-72-25
Project still in progress

Descriptors: TRAINING EFFECTIVENESS AND IMPACT; UPGRADING; LODGING INDUSTRY; HOUSEKEEPERS; SUPERVISION; MINORITIES; HEALTH MANPOWER; LABOR-MANAGEMENT CONSORTIA; OLDER WORKERS; COLORADO, DENVER

This study is: (1) Testing whether an industry association, by bringing together management, labor, educational institutions, and government, can stimulate adoption of a model training and career ladder system for promoting workers to professional positions as housekeepers in the lodging and public health industries; and (2) determining the extent to which the model system enables workers to progress from entry-level jobs to top positions in executive housekeeping.

Hospitals and hotels in the Denver area are cooperating in establishing the training and education components of the model system. The impact of the model will be tested by comparing an experimental group of 40 trainees—selected mainly from minority and older workers with interest and potential and including at least 10 domestic workers — with a control group.

The initial phase found that a model acceptable to management and trainees can be developed and that half the experimental group of trainees received promotions while only 10 percent of the control group went up the job ladder. The successful model provided for: (1) A comprehensive review of production and supervision skills combined with on-the-job training, (2) communications and interpersonal relations, (3) employer-financed training stipends, (4) self-selection for training, and (5) vigorous promotion of the model by the trade association.

The Council on Hotel, Restaurant and Institutional Education recommends that further efforts be made to persuade industry to adopt the model training and career ladder program; that employers adopt a promotion from within policy, that industry develop improved reward systems to encourage worker aspirations; and that the rationalized career ladder and training system be used to reinforce basic personnel policy improvements.

3-054* TRAINING FOR UPGRADING IN THE NORTHERN CALIFORNIA CANNING INDUSTRY

JOINT COMMITTEE FOR CANNERY INDUSTRY
TRAINING PROGRAM, INC.
WALNUT CREEK, CALIF.

John Scalone and Mike R. Elorduy

Contract 20-06-74-12
Project still in progress

Descriptors: UPGRADING; WOMEN; CHINESE AMERICANS; MEXICAN AMERICANS; CANNING INDUSTRY; UNIONS; SEASONAL EMPLOYMENT; TRAINING PRACTICES, ENGLISH AS A SECOND LANGUAGE (ESL); BASIC EDUCATION; LABOR-MANAGEMENT CONSORTIA; CALIFORNIA

This project will provide for transition and institutionalization of an E&D project with the canning industry which tested the feasibility of providing upgrade training services to low-income seasonal workers during layoff periods.

The project will operate on a shared costs basis with a joint labor management group that will conduct training in job skills common to the industry, employment related counseling, English as a second language, and adult basic education classes. Duration of training will be flexible, occur largely during layoff periods in six localities, and be adapted to upward mobility needs of seniority eligible workers employed under a collective bargaining agreement. See 21-06-74-06.

3-055 TRAINING INCENTIVE PAYMENTS PROGRAM (TIPP)

INSTITUTE OF PUBLIC ADMINISTRATION
NEW YORK, N.Y.

Dr. Sumner M. Rosen

Contract 82-34-69-44
Project completed fiscal year 1975

Descriptors: UPGRADING; INTERNAL LABOR MARKET; INCENTIVES; TRAINING INCENTIVES; TRAINING INCENTIVE PAYMENTS PROGRAM; LOW-WAGE JOBS

This project is exploring the feasibility of incentive payments, internal rewards, and other systems for private employers to increase the internal upward mobility of their low-income workers.

In the most recent phase, the project has been exploring and testing methods of improving the internal labor market's effectiveness in upgrading skills and earnings of low-income workers. It has developed and is testing an accounting-based system for measuring costs and benefits of upgrading and reporting these to top management. From these efforts, TIPP will determine whether the methods used in different sites, and the results they produce can provide, the basis for one or more model systems for developing effective upgrading programs with individual employers in the private sector.

Although the program was well publicized, initial findings of the first TIPP model using money incentives are that: (1) Many employers were willing to endorse the program, but only small numbers were ready to participate; (2) most employers do not know how to upgrade their workers; and (3) money was seldom a prime incentive to increase upgrading activities.

UPGRADING LOW INCOME WORKERS—COSTS AND BENEFITS, A PROTOTYPE INFORMATION SYSTEM

Michael O. Alexander, Touche Ross and Co.
May 1973

Report Descriptors: UPGRADING; INTERNAL LABOR MARKET; TRAINING INCENTIVES; COST EFFECTIVENESS; LOW INCOME

NTIS PB236437/AS

UPWARD MOBILITY OF LOW INCOME WORKERS

Dr. Edward Steinberg
July 1973

Report Descriptors: UPGRADING; LABOR FORCE BEHAVIOR; LOW INCOME

NTIS PB236192/AS

TRAINING INCENTIVE PAYMENTS PROGRAM: A REPORT

Dr. Sumner M. Rosen
June 1973

Report Descriptors: UPGRADING; INTERNAL LABOR MARKET; INCENTIVES; TRAINING INCENTIVES; TRAINING INCENTIVE PAYMENTS PROGRAM; LOW INCOME; COST EFFECTIVENESS; LABOR FORCE BEHAVIOR

NTIS PB232302/AS

3-056 UTILIZATION AND REPLICATION OF MANPOWER RESEARCH AND DEVELOPMENT

***Ongoing project — final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS — report is available from National Technical Information Service.

Findings from Projects with Atomic Energy Commission

U.S. ATOMIC ENERGY COMMISSION
OAK RIDGE, TENN.

Wendell Russell, Oak Ridge Associated Universities

Grant 20-47-73-18
Project completed fiscal year 1975

Descriptors: UNDEREMPLOYMENT; DISADVANTAGED; UPGRADING; JOB PLACEMENT, TRAINING AND TECHNOLOGY (TAT); TRAINING; UTILIZATION OF MANPOWER RESEARCH AND DEVELOPMENT; TRAINING PRACTICES

The objectives of the current program are divided into several areas of special emphasis. The principal activity is to continue to explore the practicality of developing additional industry training programs elsewhere, based on the Training and Technology (TAT)-AEC-Union Carbide Corporation (GOCO) model at Oak Ridge. This involves use of an industrial facility for intensive training of unskilled persons in several significantly high-skill occupations with subsequent placement at high wages in local or neighboring communities. The TAT program has been developed as an experimental and demonstration project by the U.S. Department of Labor (DOL)-AEC since 1966. Efforts are being made to have TAT financed and conducted under decentralized manpower programing. Other project activities are to: (1) Develop further the Regional Utilization Network (RUN), (2) continue work for linking high school students and industrial training; and (3) conduct other R&D studies.

A small flexible staff of knowledgeable manpower specialists will assess the accumulated experiences of various manpower programs operated at Oak Ridge under DOL-AEC sponsorship during the past 7 years and meet periodically with DOL staff to plan and guide the project's findings, studies, research activities, and utilization strategies. Use is made of the comprehensive resources of ongoing manpower programs at Oak Ridge and other locations under the jurisdiction of AEC; other services and training needed will be obtained from the participating universities and other sources available to the Oak Ridge Associated Universities.

ANNUAL REPORT FOR CALENDAR YEAR 1973 OF MANPOWER RESEARCH AND DEVELOPMENT PERFORMED UNDER INTERAGENCY AGREEMENTS DOL A-20-47-73-18 AND DOL 82-47-72-05

February 1974

Report Descriptors: UNDEREMPLOYMENT; DISADVANTAGED; UPGRADING; JOB PLACEMENT; TRAINING AND TECHNOLOGY (TAT); TRAINING PRACTICES; UTILIZATION OF MANPOWER RESEARCH AND DEVELOPMENT

UPGRADING. REPORT OF PHASE I, PART I: ANALYSIS OF UPGRADING PRACTICES IN AN INDUSTRIAL SETTING

1973

Report Descriptors: UNDEREMPLOYMENT; DISADVANTAGED; UPGRADING; JOB PLACEMENT; TRAINING AND TECHNOLOGY (TAT); TRAINING PRACTICES; INDUSTRY PRACTICES

THE DEVELOPMENT AND DIFFUSION OF THE TRAINING AND TECHNOLOGY PROGRAM: A DECADE OF DEVELOPMENT OF MANPOWER TRAINING, 1965-1975

Gary H. deMik, Ronald O. Hietala, and Wendell Russell
January 1975

NTIS

TRAINING AND TECHNOLOGY, 1972 ANNUAL REPORT AND STATISTICAL SUPPLEMENT

1972

Report Descriptors: UNDEREMPLOYMENT; UPGRADING; DISADVANTAGED; TRAINING PRACTICES; JOB PLACEMENT; TRAINING AND TECHNOLOGY (TAT)

TRAINING AND TECHNOLOGY, POST-PLACEMENT FOLLOWUP

1973

Report Descriptors: UNDEREMPLOYMENT; UPGRADING; DISADVANTAGED; JOB PLACEMENT; TRAINING AND TECHNOLOGY (TAT); TRAINING PRACTICES

TRAINING AND TECHNOLOGY (AN EXPERIMENT IN USING RESOURCES OF MODERN INDUSTRY TO TRAIN FOR HIGH LEVEL TECHNICAL JOBS) PHASE I

1973

Report Descriptors: UNDEREMPLOYMENT; TRAINING PRACTICES; DISADVANTAGED; UPGRADING; JOB PLACEMENT; TRAINING AND TECHNOLOGY (TAT); HIGH-LEVEL JOBS

NTIS PB199518/AS

A MODEL FOR TRAINING THE DISADVANTAGED: TAT AT OAK RIDGE, TENNESSEE

Mary Davies, MA Office of Manpower Research and Development
1973

Report Descriptors: UNDEREMPLOYMENT; TRAINING PRACTICES; DISADVANTAGED; UPGRADING; JOB PLACEMENT; TRAINING AND TECHNOLOGY (TAT)
MA
GPO MANPOWER RESEARCH MONOGRAPH NO. 29

UPGRADING IN AN INDUSTRIAL SETTING—FINAL REPORT

1973

Report Descriptors: UNDEREMPLOYMENT; DISADVANTAGED; UPGRADING; JOB PLACEMENT; TRAINING AND TECHNOLOGY (TAT)

NTIS PB230967/AS

3-057 Utilization Project to Assist the Ohio Bureau of Employment Services (OBES) in an Upgrading Program

E. F. SHELLEY & CO., INC.
NEW YORK, N.Y.

GPO—report is available from Government Printing Office.
MA—report is available from Manpower Administration.
See page iii for further information about ordering reports.

Contract 82-36-71-49
Project completed fiscal year 1973

MANPOWER SERVICES IN THE WORKPLACE: AN EMPLOYER TECHNICAL SERVICES PROGRAM FOR A STATE EMPLOYMENT SERVICE

Arthur W. Kirsch and Ann L. McLeod
February 1973

Report Descriptors: EMPLOYMENT SERVICE STAFF, UPGRADING; PARTICIPANT-OBSERVER METHODOLOGY; JOB ANALYSIS; EMPLOYER SERVICES

NTIS PB220136/AS

3E. WORKER ASSESSMENT AND ORIENTATION

3-058 Assessment Tools For Counseling Manpower Program Clients Toward Suitable Training or Job Placement

HUMAN INTERACTION RESEARCH INSTITUTE
LOS ANGELES, CALIF.

Grant 92-06-72-07
Project completed fiscal year 1973

METHODS OF ASSESSING THE DISADVANTAGED IN MANPOWER PROGRAMS: A REVIEW AND ANALYSIS

Dr. Thomas E. Backer
November 1972

Report Descriptors: TESTING; COUNSELING AND GUIDANCE; ASSESSMENT OF APPLICANTS AND TRAINEES; STATE-OF-THE-ART PAPERS

NTIS PB213167/AS
MA AVAILABLE AS RESEARCH AND DEVELOPMENT FINDINGS NO. 14

3-059* Demonstration of the Use of a Biographical Information System in Improving WIN and Food Stamp Program Outcomes

RICHARDSON, BELLOWS, HENRY & CO., INC.
WASHINGTON, D.C.

Frank W. Erwin and Dr. James W. Herring

Contract 51-11-75-04
Project still in progress

Descriptors: ASSESSMENT OF APPLICANTS AND TRAINEES; PREDICTION OF SUCCESS IN PROGRAMS; EFFECTIVENESS OF PROGRAMS; JOB PLACEMENT; JOB RETENTION; WORK INCENTIVE PROGRAM (WIN)

The objective of this project is to test the operational use of the Biographical Information Blank (BIB), developed by the contractor in earlier research, within the Work Incentive and Food Stamp programs, and to determine the extent to which such usage affects program outcomes. The BIB will be used within these programs as an aid in selecting participants for employability development and placement services.

The project will be operated at 10 sites. The contractor will provide technical assistance to the sites in the administration and scoring of the BIB and will collect, process, and analyze the data on BIB scores and program outcomes for purposes of: (1) Further validating the predictive ability of the BIB as found in earlier research and (2) determining the effectiveness of the programmatic use of BIB in improving program outcomes. The latter will include both correlational analysis and a comparison of program outcomes before and after the operational use of BIB.

3-060 Development of Assessment Measures for Use with Youth Work-Training Program Enrollees, Phase II: Longitudinal Validation

EDUCATIONAL TESTING SERVICE
PRINCETON, N.J.

Contract 41-9-005-32
Project completed fiscal year 1974

DEVELOPMENT OF GUIDANCE MEASURES FOR YOUTH WORK-TRAINING PROGRAM ENROLLEES, PHASE I: MEASUREMENT OF PROGRAM OBJECTIVES AND THE DEVELOPMENT OF CRITERIA

Dr. Norman E. Freeberg and Dr. Richard R. Reilly
July 1971

Report Descriptors: TESTING; DISADVANTAGED; YOUTH; ASSESSMENT OF APPLICANTS AND TRAINEES; PREDICTION OF SUCCESS IN PROGRAMS; NEIGHBORHOOD YOUTH CORPS (NYC)

NTIS PB231521/AS
MA
ERIC ed 056067.

DEVELOPMENT OF ASSESSMENT MEASURES FOR USE WITH YOUTH WORK-TRAINING PROGRAM ENROLLEES, PHASE II: LONGITUDINAL VALIDATION

Dr. Norman E. Freeberg
January 1974

Report Descriptors: TESTING; DISADVANTAGED; YOUTH; ASSESSMENT OF APPLICANTS AND TRAINEES; ASSESSMENT AND EVALUATION; PREDICTION OF SUCCESS IN PROGRAMS

NTIS PB231522/AS
MA

3-061* Evaluation and Analysis of Job-Client (CLEFF) Matching Project

ULTRASYSTEMS, INC.
NEWPORT BEACH, CALIF.

***Ongoing project – final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS – report is available from National Technical Information Service.

Stanley Nathanson

Contract B2C-5415
Project still in progress

Descriptors: WORKER/JOB MATCHING; ASSESSMENT OF APPLICANTS AND TRAINEES; ASSESSMENT AND EVALUATION; COUNSELING AND GUIDANCE; JOB PLACEMENT; COMPUTER SYSTEMS

The Cleff Job Matching System (CJMS) is a computer-assisted procedure for assessing an applicant's pattern of work, related experiences, and activity preferences and matching them with jobs having similar patterns of requirements for successful performance. The objectives of this study were to document the operational experiences of a variety of manpower agencies in using the CJMS and to conduct a "miniexperiment" to provide data on the validity of CJMS.

The project obtained agency data on: (1) Who gets the CJMS, (2) what uses are made of the results; (3) system effects of operational constraints imposed by agency requirements and labor market conditions; (4) the attitudes and opinions of agency management and staffs toward CJMS usage, (5) the costs of using the system; and (6) outcome statistics for comparison of CJMS selected applicants with applicants assessed by conventional methods.

The principle conclusion of the contractor was that the CJMS provides useful measures indicating the retention potential of people/job matches. Statistically significant relationships were found between the eventual job retention of a person and the measures about the person and his match to the job by the CJMS.

EVALUATION AND ANALYSIS OF THE CLEFF JOB MATCHING SYSTEM

February 1975

Report Descriptors: WORKER/JOB MATCHING; ASSESSMENT OF APPLICANTS AND TRAINEES; COUNSELING AND GUIDANCE; JOB PLACEMENT; COMPUTER SYSTEMS

3-062 AN EXPERIMENTAL MANPOWER LABORATORY: SOCIAL SYSTEMS INTERVENTION

COLORADO STATE UNIVERSITY
DENVER, COLO

Dr. Eugene R. Oetting, Department of Psychology

Contract 82-08-72-07 (formerly Contracts 82-06-69-11 and 82-06-70-19)
Project completed fiscal year 1975

Descriptors: EXPERIMENTAL MANPOWER LABORATORIES, ADJUSTMENT, WORK ATTITUDES, ALIENATION; ORGANIZATIONA ENVIRONMENT; COACHING; TAXONOMY; DISADVANTAGED, ASSESSMENT OF APPLICANTS AND TRAINEES; MANPOWER PROGRAM SERVICES AND TECHNIQUES

This project sought to develop new program strategies and components to help the disadvantaged enter and stay in the world of work. While the research activities were carried out at the university, the field work was done in Denver, a city offering many kinds of employment and with a sizable population of disadvantaged minority groups. Major areas of emphasis included postplacement coaching, job interview training, and the development of a classification system for the disadvantaged according to psychosocial characteristics.

A coaching effectiveness study found that the value of coaching for obtaining jobs had little carryover for job retention; retention rates were uniformly low in both the experimental and control groups. An experiment in job interview training supported the use of videotape feedback as a means of improving interviewing techniques. In developing a system for classifying the disadvantaged, the researcher analyzed data from questionnaires containing a large number of vocationally related variables in the personal, social, and environmental areas. On the basis of these analyses, manpower clients were classified into unique groups with respect to their vocational needs and manpower service requirements.

The final report, in seven volumes, addressed basically two issues: (1) What are the vocationally related psychosocial characteristics of the disadvantaged? (2) How amenable are these characteristics to change in order to improve the employment experience of the disadvantaged? The laboratory included in this analysis an extensive examination of the research and evaluation literature in the field, as well as the various studies and experiments carried out by the laboratory itself.

A JOB INTERVIEW TRAINING PROGRAM (A TRAINER'S MANUAL)

Dr. E. C. Keil and Dr. J. R. Barbee
November 1971

Report Descriptors: DISADVANTAGED; JOB APPLICANTS; HANDBOOKS

NTIS PB221442/AS

SELF-CONCEPT AND THE DISADVANTAGED

R. W. Miskimins and B. R. Baker
February 1973

Report Descriptors: DISADVANTAGED; ATTITUDES

NTIS PB221441/AS

JOB COACHING: THE EFFECT ON WORK ADJUSTMENT OF THE DISADVANTAGED

Dr. Eugene R. Oetting and Dr. Dean Miller
January 1973

Report Descriptors: DISADVANTAGED; COACHING

NTIS PB221440/AS

FINAL REPORT: SOCIAL SYSTEMS INTERVENTION—IMPROVING WORK ADJUSTMENT OF THE DISADVANTAGED

VOLUME I—WORK AND THE DISADVANTAGED: SUMMARY VOLUME

Dr. Eugene R. Oetting, C. W. Cole, and C. D. Miller
December 1974

NTIS PB241371/AS

GPO—report is available from Government Printing Office.
MA—report is available from Manpower Administration.
See page iii for further information about ordering reports.

VOLUME II—STAGES OF WORK ADJUSTMENT AND THE DISADVANTAGED

Eugene R. Oetting, C. W. Cole, and C. D. Miller
December 1974

Report Descriptors: ADJUSTMENT; WORK ATTITUDES; ORGANIZATIONAL ENVIRONMENT; DISADVANTAGED

NTIS PB241372/AS

FINAL REPORT: SOCIAL SYSTEMS INTERVENTION—IMPROVING WORK ADJUSTMENT OF THE DISADVANTAGED

VOLUME III—THE WORK ENVIRONMENT AND THE DISADVANTAGED

Dr. Eugene R. Oetting, C. W. Cole, and C. D. Miller
December 1974

Report Descriptors: ADJUSTMENT; WORK ATTITUDES; ORGANIZATIONAL ENVIRONMENT; DISADVANTAGED

NTIS PB241373/AS

FINAL REPORT: SOCIAL SYSTEMS INTERVENTION—IMPROVING WORK ADJUSTMENT OF THE DISADVANTAGED

VOLUME IV—BARRIERS TO EMPLOYMENT OF THE DISADVANTAGED

Dr. Eugene R. Oetting, C. W. Cole, and C. D. Miller
December 1974

Report Descriptors: DISADVANTAGED; ASSESSMENT OF APPLICANTS AND TRAINEES

NTIS PB241374/AS

FINAL REPORT: SOCIAL SYSTEMS INTERVENTION—IMPROVING WORK ADJUSTMENT OF THE DISADVANTAGED

VOLUME V—WORK RELATED ATTITUDES AND VALUES OF THE DISADVANTAGED

Dr. Eugene R. Oetting, C. W. Cole, and C. D. Miller
December 1974

Report Descriptors: ADJUSTMENT; WORK ATTITUDES; ALIENATION; ASSESSMENT OF APPLICANTS AND TRAINEES; DISADVANTAGED

NTIS PB241375/AS

FINAL REPORT: SOCIAL SYSTEMS INTERVENTION—IMPROVING WORK ADJUSTMENT OF THE DISADVANTAGED

VOLUME VI—WORK ADJUSTMENT PROFILES OF THE DISADVANTAGED

Dr. Eugene R. Oetting, C. W. Cole, and C. D. Miller
December 1974

Report Descriptors: ADJUSTMENT; WORK ATTITUDES; TAXONOMY; ASSESSMENT OF APPLICANTS AND TRAINEES; DISADVANTAGED

NTIS PB241376/AS

FINAL REPORT: SOCIAL SYSTEMS INTERVENTION—IMPROVING WORK ADJUSTMENT OF THE DISADVANTAGED

VOLUME VII—INTERVENING TO IMPROVE WORK ADJUSTMENT OF THE DISADVANTAGED

Dr. Eugene R. Oetting, C. W. Cole, and C. D. Miller
December 1974

Report Descriptors: ADJUSTMENT; WORK ATTITUDES; ASSESSMENT AND EVALUATION; DISADVANTAGED; MANPOWER PROGRAM SERVICES AND TECHNIQUES

NTIS PB241377/AS

3-063* "JOB TRIALS" EXPERIMENTAL AND DEMONSTRATION PROJECT

JEWISH EMPLOYMENT AND VOCATIONAL SERVICES, INC.
PHILADELPHIA, PA.

Dr. Alfred Fiks

Contract 82-42-72-08
Project still in progress

Descriptors: JOB TRIALS; RECRUITMENT; UPGRADING; MODELS; MANPOWER UTILIZATION; ASSESSMENT AND EVALUATION; WORK SAMPLING

This project is exploring the feasibility of having employers, labor unions, educational institutions, and other agencies use "job trials" as a new tool in the process of personnel selection and upgrading.

The contractor will develop technical knowledge, guidelines, and models for use of job trials as aids to employers and other organizations. This project is an outgrowth of other research and development work using a work sample technique in manpower programs and State agencies as a counseling and evaluation tool for program participants.

3-064* MEASURING THE EFFECTIVENESS OF COUNSELING IN THE ES

STANFORD RESEARCH INSTITUTE
MENLO PARK, CALIF.

Dr. Jacob M. Benus

Contract 20-06-75-48
Project still in progress

Descriptors: COUNSELING AND GUIDANCE; PUBLIC EMPLOYMENT SERVICE; PILOT STUDY

The primary objective of this project is to pretest an experimental design to be used in a subsequent, comprehensive evaluation of the effectiveness of the employment service (ES) counseling program. Relatedly, the project is expected to provide initial information on the net effect of counseling in ES "exemplary" counseling programs.

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

The work is being conducted in two stages. During the first, the contractor will, with the advice and counsel of Department of Labor staff: (1) Review and refine criteria proposed for site selection and for sample size determination; (2) develop an analytic model and define outcome measures for use in analyzing the net effects of counseling; (3) refine a data collection system; and (4) begin the development and pretesting of a questionnaire to be used in the data collection stage.

If the Department of Labor approves the second stage of work, the contractor will then conduct a pilot test experiment at no fewer than four local office sites, using a random assignment technique for generating experimental and control groups and involving a total of no fewer than 430 ES applicants determined to be in need of counseling. A variety of baseline data will be collected and merged with data collected from personal interviews. The processed data will then be analyzed for the purpose of determining the effect of counseling.

The final report will evaluate the experimental design and make recommendations about its potential application in a comprehensive evaluation of ES counseling.

3-065 PREDICTING JOB TENURE AMONG ES APPLICANTS AND PROGRAM TENURE AMONG WIN CLIENTS THROUGH THE USE OF BIOGRAPHICAL INFORMATION

RICHARDSON, BELLOWS, HENRY & CO., INC.
WASHINGTON, D.C.

Frank W. Erwin

Contract 82-11-72-15
Project completed fiscal year 1975

Descriptors: PREDICTION OF SUCCESS IN PROGRAMS; RECRUITMENT; JOB PLACEMENT; HIRING PRACTICES; JOB RETENTION; TESTING; JOB APPLICANTS; ASSESSMENT OF APPLICANTS AND TRAINEES; JOB MATCHING, BIOGRAPHICAL INFORMATION BLANK (BIB); WORK INCENTIVE PROGRAM (WIN)

This study was designed to develop, administer, and validate a Biographical Information Blank (BIB) that could be used across the full range of manpower programs. The BIB was tested during the course of this project across ethnic groups as an instrument to predict (1) 3-month employment tenure among disadvantaged employment service applicants who had received no previous manpower training and/or counseling services and (2) the completion of job entry among WIN Program enrollees.

Data on the applicant's employment performance or training progress were collected and analyzed to determine the relationship of BIB scores to performance or progress outcomes. The analysis of the data confirmed that biographical information may be used to predict a client's success in manpower programs and in employment. One important application of the BIB could be to identify those clients who are likely to succeed and who will especially profit from assistance. In summary, the study indicates that biographical information questionnaires can be an important new tool in increasing the effectiveness of manpower program placement services.

January 1975

NTIS

3-066* A STUDY TO REFINE, EXPAND, AND VALIDATE THE WORK SAMPLE SYSTEM BEING USED BY SELECTED LOCAL EMPLOYMENT SERVICE OFFICES

JEWISH EMPLOYMENT AND VOCATIONAL SERVICES, INC.
PHILADELPHIA, PA.

Dr. Felix Kopstein, Project Director

Contract 20-42-75-09
Project still in progress

Descriptors: WORK SAMPLING; ASSESSMENT AND EVALUATION; TESTING

The objective of this project is to develop an efficient, low-cost, quickly administered work sample test system that will include a wide variety of occupational areas suitable for the disadvantaged.

The contractor will accomplish this objective in three phases. First, he will develop a new work sample system. To do so, he will select worker trait group arrangements or occupational areas for the disadvantaged, identify performance and behavioral factors that are associated with the occupational areas to be covered in the system, and develop work samples for the performance and behavior factors identified. Second, the contractor will validate the work sample system. Finally, he will conduct training of national and local employment service staff in the use of the new system.

3-067 A SYSTEMS APPROACH TO A TAXONOMY OF DISADVANTAGEMET

MANPOWER SCIENCE SERVICES, INC.
ANN ARBOR, MICH.

Contract 51-24-70-01
Project completed fiscal year 1973

Percy Bates, Don K. Harrison, and Jesse E. Gordon
April 1973

Report Descriptors: DISADVANTAGED; INDIVIDUAL NEEDS ASSESSMENT; EMPLOYABILITY DEVELOPMENT; SERVICE DELIVERY SYSTEMS; ASSESSMENT OF APPLICANTS AND TRAINEES; COUNSELING AND GUIDANCE; TRAINING PROGRAM MANAGEMENT; TESTING; TAXONOMY; SYSTEMS DESIGN AND ANALYSIS; STATE-OF-THE-ART PAPERS

NTIS PB221697/AS

3F. OTHER SUPPORTIVE SERVICES FOR WORKERS/TRAINEES

3-068* AN ANALYSIS OF SOUTH CAROLINA'S "START-UP IN THE BLACK IN SOUTH CAROLINA" PROGRAM AND ITS REPLICABILITY TO OTHER STATES

THE UNIVERSITY OF TEXAS
AUSTIN, TEX.

Dr. F. Ray Marshall, Center for the Study of Human Resources

Grant 21-48-74-01
Project still in progress

Descriptors: LABOR MARKET AREAS; ASSESSMENT OF APPLICANTS AND TRAINEES; TRAINING EFFECTIVENESS AND IMPACT; INDUSTRIAL WORKERS; OCCUPATIONAL TRAINING; TRAINING PROGRAM MANAGEMENT; SOUTHEASTERN STATES; SOUTH CAROLINA

This study assesses South Carolina's startup industry training program, particularly that feature of the program designed to prepare trained workers to meet the opening date requirements of new plants. To meet this objective, the researchers are examining the South Carolina program on an internal basis (i.e., between regions and counties within the State) and on an external basis (i.e., compared to programs of Virginia, North Carolina, and Alabama). The Piedmont and the Coastal Plains regions and rural and SMSA counties will be included, and demographic data for race, sex, and income will be included in the statistical data collected by South Carolina's Technical Education Committee and the 1950, 1960, and 1970 censuses. The researchers are also interviewing Government officials for pertinent data to ascertain the strengths and weaknesses of the programs.

The researchers are exploring and reporting on replicability of the South Carolina model, through detailed field research, to determine such key factors as personnel and cost which would facilitate or impede the replication of the program in other States or localities.

3-069* DESIGN OF A DEMONSTRATION PROJECT FOR FINANCING SOCIAL SERVICES

SOCIAL AND REHABILITATION SERVICES, U.S. DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE
WASHINGTON, D.C.

Interagency Agreement 51-11-75-02
Project still in progress

Descriptors: SUPPORTIVE SERVICES; WORK INCENTIVE PROGRAM (WIN); WELFARE PROGRAMS; SERVICE DELIVERY SYSTEMS

This is a joint funding with HEW for a project to perform conceptual and developmental work for studying the dynamics and effects of using a voucher system to finance the purchase of social services by WIN and other welfare clients. The conceptual development will lead to a design for conducting an experimental demonstration of the feasibility of using such a system. The contractor will develop: (1) A conceptual model for studying the dynamics and effects of various voucher systems for financing social services; (2) a design and methodology for conducting a demonstration that tests concepts and the feasibility of using a voucher system; and (3) criteria and measures for evaluating the effectiveness and utility of voucher systems. Upon completion of this phase of the study, a broad test of the concept may be conducted under strict experimental conditions in operating situations.

3-070* JOB SEARCH AND RELOCATION ASSISTANCE PILOT PROJECT

MANPOWER ADMINISTRATION, REGION IV
ATLANTA, GA.

William U. Norwood, Assistant Regional Director for Manpower

Memorandum of agreement 20-13-75-38
Project still in progress

Descriptors: MOBILITY ASSISTANCE; JOB SEARCH; JOB BANK; PUBLIC EMPLOYMENT SERVICE; GEOGRAPHIC MOBILITY

The Job Search and Relocation Assistance Pilot Project is being undertaken to: (1) Test the feasibility and effectiveness of using the job bank as the major source of information on hard-to-fill jobs for purposes of providing relocation services to unemployed workers through local employment service offices; (2) determine whether a broader, nationwide relocation assistance program is desirable; and (3) evaluate procedures and techniques that might be incorporated in such a broader program.

It is planned that 30 local ES offices will participate directly in the project, providing differing levels of relocation assistance to applicants for whom jobs are not available in the local area and who wish to relocate. Ten offices will provide only information on out-of-area, hard-to-fill jobs listed in the Job Bank Openings Summary (JBOS), and long-distance telephone referral service; 10 will provide these services plus job search grants; and 10 will provide relocation grants in addition to the job search grants, long-distance telephone referral service, and job opening information. In addition, 10 nonparticipating control sites will be selected for purposes of project evaluation.

The project evaluation, to be performed under separate contract, will include both process and impact evaluation. The former will be an assessment of operational procedures, integration and coordination of functions, staffing, costs, and overall efficiency and will include recommendations for improvements, particularly with an eye toward possible nationwide implementation of the project approach. The impact evaluation will examine: (1) Both economic and social outcomes for project participants; (2) project effectiveness in meeting employers' needs; and (3) project costs and benefits.

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

The project is expected to run for 3 years, with 1,000 persons relocated annually.

3-071 Labor Mobility Project

NORTH CAROLINA MANPOWER DEVELOPMENT CORPORATION
CHAPEL HILL, N.C.

Contract 82-37-71-04
Project completed fiscal year 1974

APPROACHES TO RELOCATION: NORTH CAROLINA MOBILITY PROJECT, 1971-73

October 1973

Report Descriptors: LABOR MOBILITY; NORTH CAROLINA

NTIS

3-072 Mississippi STAR Labor Mobility Project

SYSTEMATIC TRAINING AND REDEVELOPMENT (STAR)
JACKSON, MISS.

Contract 82-26-70-12 (formerly Contract 87-26-66-09)
Project completed fiscal year 1974

RELOCATING THE UNEMPLOYED: DIMENSIONS OF SUCCESS

John F. Speight
September 1973

Report Descriptors: CONCENTRATED EMPLOYMENT PROGRAM; GEOGRAPHIC MOBILITY; MOBILITY ASSISTANCE; RURAL AREAS

NTIS PB237772/AS

RELOCATING THE UNEMPLOYED: EVALUATION AND POLICY IMPLICATIONS FOR A NATIONAL PROGRAM

December 1973

Report Descriptors: SERVICE DELIVERY SYSTEMS; MOBILITY ASSISTANCE; GEOGRAPHIC MOBILITY; RURAL AREAS

NTIS PB237930/AS

RELOCATION ASSISTANCE: DELIVERY TECHNIQUES

December 1973

Report Descriptors: SERVICE DELIVERY SYSTEMS; GEOGRAPHIC MOBILITY; MOBILITY ASSISTANCE; CONCENTRATED EMPLOYMENT PROGRAM; HANDBOOKS

NTIS PB237929/AS

3-073 Northern Michigan University's Labor Mobility Project

NORTHERN MICHIGAN UNIVERSITY
MARQUETTE, MICH.

Contract 82-24-70-13
Project completed fiscal year 1974

THE MOBILITY IMPERATIVE

Thornton Routhier, Cilla J. Reesman, and Shirley Girard
January 1974

Report Descriptors: LABOR MOBILITY; NORTHERN MICHIGAN

NTIS PB237632/AS

3-074 Texas Migrant Demonstration Project

U.S. EMPLOYMENT SERVICE, U.S. DEPARTMENT OF LABOR
WASHINGTON, D.C.

Contract 82-46-69-22
Project completed fiscal year 1974

EXPERIMENTAL AND DEMONSTRATION PROJECT FOR SOUTH TEXAS MIGRANT WORKERS: FINAL REPORT

Cora S. Cronemeyer
May 1972

Report Descriptors: INSTITUTIONAL CHANGE; MOBILITY ASSISTANCE; MIGRANTS; SOUTHWESTERN STATES; MEXICAN AMERICANS; PERSONS OF LIMITED ENGLISH SPEAKING ABILITY; CIVIL SERVICE SYSTEM; EMPLOYMENT SERVICE STAFF; JOB PLACEMENT; VOCATIONAL TRAINING; FARMWORKERS; TEXAS

NTIS PB222915/AS

3-075 Worker Relocation in the Context of Manpower Policy and Economic Development: Implications of Experiments in Subsidized Relocation in the United States

NORTHERN MICHIGAN UNIVERSITY
MARQUETTE, MICH.

Cilla J. Reesman

Grant 21-26-74-34
Project completed fiscal year 1975

Descriptors: MOBILITY ASSISTANCE; GEOGRAPHIC MOBILITY; MANPOWER PLANNING, RESEARCH, AND DEVELOPMENT; LITERATURE REVIEW

The objectives of this study were to analyze and synthesize the operational and research findings of mobility demonstration projects, with emphasis upon process, performance, individual economic and social outcomes, and regional impact, and to make policy and program recommendations to the Department of Labor.

The grantee conducted the study in three steps: (1) Assembled operational and research reports for data analysis; (2) conducted an indepth review and content analysis of this material, was concentrating on processes and outcomes of each project report; and (3) developed and submitted a final report of conclusions and recommendations for potential relocation programs in the context of current administrative and planning procedures for the implementation of manpower and economic development policies.

Some of the project findings are: (1) Among primary workers, there is insufficient evidence to establish a close correlation between personal characteristics (age, sex, education, welfare dependency, marital status, race) and success in relocation. (2) there is no justification for providing or denying relocation services to clients on the basis of personal characteristics. (3) persons who relocate and remain in the demand area are less likely to be unemployed than those who leave. (4) persons who leave the demand area within 1 year of relocation appear to forego any future wage advantage.

WORKER RELOCATION 1965-1972: A REVIEW OF THE RESEARCH AND OPERATIONS FINDINGS OF MDTA EXPERIMENTAL AND DEMONSTRATION PROJECTS

Cilla J. Reesman and David R. Zimmerman
February 1975

Report Descriptors: MOBILITY ASSISTANCE; LABOR MOBILITY

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

4. THE LABOR MARKET

4A. LABOR FORCE, LABOR MARKET, LABOR DEMAND—GENERAL

4-001* THE EMERGENCE OF A SERVICE SOCIETY: DEMOGRAPHIC-SOCIOLOGICAL ASPECTS OF THE SECTORAL TRANSFORMATION OF THE LABOR FORCE IN THE UNITED STATES, 1940-1970

THE UNIVERSITY OF TEXAS
AUSTIN, TEX.

Dr. Harley L. Browning, The Population Research Center

Grant 21-48-73-45
Project still in progress

Descriptors: WOMEN, SOCIAL STRUCTURE; LABOR FORCE BEHAVIOR; LABOR MARKET INFORMATION; OCCUPATIONAL MOBILITY; TURNOVER; SERVICE INDUSTRIES; MINORITIES; OCCUPATIONAL STRUCTURE, AGE DIFFERENCES

Under this grant, the researchers have developed a classification system breaking down the heterogeneous service industry into four sectors—distributive, producer, social, and personal services. Preliminary analysis indicates that, while the absolute and relative growth of the service industry is a long-term phenomenon, producer and social services accelerated primarily after World War II. The study also found that changes in the industrial composition of the labor force resulted not so much from individual workers shifting from jobs in one industry to another as from new workers entering growth industries and not fully replacing retiring workers in declining industries. Such industry shifts have had an important effect on the changing occupational composition of the labor force between 1960 and 1970 and have generally improved the work status of women, blacks, and Mexican Americans.

4-002* MANPOWER RESOURCES AND EMPLOYMENT EXPANSION: A SERIES OF RELATED NATIONAL AND METROPOLITAN STUDIES

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Dr. Eli Ginzberg, Director, Conservation of Human Resources Project

Grant 21-36-75-20 (formerly Grants 21-36-73-51, 21-36-73-04, and Contract 81-36-71-01)
Project still in progress

The primary objective of this project is to probe the changing structure and functioning of American society to determine the different ways in which the development and use of the Nation's human resources affect the level of social well-being and economic output.

Over 25 intensive studies of manpower problems have been or are being undertaken, utilizing economic and related analysis on the micro and macro levels. Individual studies are described below.

4-002A* GOOD JOBS, POOR JOBS: THE SEARCH FOR SHELTER

Descriptors: INDUSTRIAL MOBILITY; LOW INCOME; RACIAL DISCRIMINATIN; JOB STRUCTURE; ELITE OCCUPATIONS; UNEMPLOYMENT INSURANCE; OCCUPATIONAL LICENSING; UPGRADING; OCCUPATIONAL MOBILITY; UNIONS; POVERTY; GHETTO RESIDENTS

This subproject analyzed industrial and occupational shifts in employment during the 1960's to explain labor market segmentation.

Census data, both industrial and occupational, were analyzed, and civil service regulations were examined along with union practices, credentialing, licensing, and other factors affecting job security.

The study indicated that good jobs in America are characterized by stability, security of employment, and above-average earnings. Good jobs, sheltered from competition by factors such as credentials, licenses, unions, and civil service regulations, are evidence of the segmentation of the labor market. A major factor in job stability is organizational preference for continuity related to on-the-job learning and development of internal labor markets. Less stable segments of the labor market are disproportionately populated by women, minority groups, and youth. A typical American family now includes two wage earners—the husband in a sheltered position and the wife in a more competitive, lower earning job.

The findings emphasize the need for continued effort to establish a national income policy. Specific recommendations are: (1) Strengthening and equalizing basic social welfare for all workers; (2) regularizing employment in highly seasonal industries, such as construction; (3) minimizing abuses inherent in employment shelters, such as irrelevant provisions in licensing legislation, discriminatory selection and testing devices, and other discriminatory practices; and (4) making public policies more effective to meet conflicting demands on women for employment and childbearing and to reduce the strain on family life.

4-002B* BRIDGES TO WORK FOR YOUNG PEOPLE

Descriptors: COUNSELING AND GUIDANCE; CAREER GOALS; YOUTH; VOCATIONAL GUIDANCE; ORIENTATION; LABOR DEMAND; SERVICE DELIVERY SYSTEMS; JOB PLACEMENT; TRANSITION FROM SCHOOL TO WORK; EUROPE; JAPAN; CANADA

Drawing chiefly on the experience of the United States, Canada, Western Europe, and Japan, this comparative

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***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

study seeks to determine the ways in which various countries view the problems of transition from school to work and to examine the role of the intermediary services in facilitating this transition. Intermediary services are concerned with information and orientation to educational and occupational futures, guidance and counseling, job placement, induction to work, and followup of young workers.

This study is exploring in depth the overall organizational structure each of the countries has adopted to deliver intermediary service, as well as the inputs in the production of the service, the quantity and quality of inputs, and the outcomes. Recommendations for the United States will be developed from the experiences of the various countries in the utilization of their intermediary services.

4-002C* The Interface of Work and Welfare

Descriptors: WELFARE PROGRAMS; EMPLOYMENT PATTERNS; MIGRANTS; POVERTY; LABOR MARKET BEHAVIOR; WELFARE RECIPIENTS; LOW-WAGE INDUSTRIES

The objective of this study is to assess the extent and nature of interchange between employment and welfare, the impact of structural changes in the labor market and the welfare system, and the potential of recipients for employment and self-support.

A sample of 1,700 welfare cases in New York City's welfare programs is being analyzed for data relating to their labor force experience and dependency history.

Preliminary findings indicate that the heads of welfare households are more likely to be migrants than are comparable members of the same ethnic group in the general population. Differences in the distribution of prior industrial and occupational experience and frequency of current employment may indicate specific barriers to the absorption of migrants into the section of the local economy which provides adequate wage levels and employment security. High welfare subsidy levels are becoming increasingly competitive with low-wage industries, especially in the absence of significant secondary employment.

4-002D* High Level Manpower and Technological Change in the Steel Industry

Dale L. Hiestand
June 1974

Report Descriptors: TECHNOLOGY AND TECHNOLOGICAL CHANGE; EMPLOYER MANPOWER PLANNING; JOB RESTRUCTURING; CORPORATIONS; TRAINING INCENTIVES; CAREER PATTERNS; COST EFFECTIVENESS; STEEL INDUSTRY
Praeger Publishers, New York, N.Y.

4-002E* Getting and Keeping a Job: Problems of Young Puerto Ricans and Older Blacks in the New York City Labor Market

Descriptors: MINORITIES; ALIENATION; DISADVANTAGED; OLDER WORKERS; AGING; PUERTO RICANS; BLACKS; DISCRIMINATION; LABOR MARKET BEHAVIOR; INNER-CITY RESIDENTS; YOUTH; URBAN PROBLEMS; NEW YORK, NEW YORK

This study consists of two parts: the first explores developments among young Puerto Ricans who are seeking access to occupations and careers but who must surmount difficult barriers to make their attachment to the labor market satisfactory; the second part, dealing with older black men and women in the metropolitan area, focuses on the interrelations among problems of housing, health, transportation, employment experience, and the aging process.

The study is based upon intensive interviews with young Puerto Ricans (male and female) and older black men and women. Among the Puerto Ricans, two different panels of respondents are being questioned: those who appear to be initiating gainful careers and those whose experiences in the labor market make it difficult for them to find satisfying work. Among the older blacks, the interviews deal with those in the inner city where there has been a marked outmigration of industry, particularly firms that had been major employers of black men and women.

Preliminary findings are currently available only for the part of the study relating to blacks. The data suggest that, when older blacks with a relatively strong attachment to unskilled, low-wage jobs cannot follow their employers who relocate, they develop a feeling of abandonment. As services, particularly public services, deteriorate in black neighborhoods, the aging residents withdraw to the relative security of their homes. This isolation restricts their already limited access to channels, both formal and informal, of labor market information. It also affects their access to a wide range of available public assistance programs because they are either unaware of such programs or are doubtful of their right to use them.

4-002F* The Advanced Service Metropolis

Descriptors: SERVICE INDUSTRIES; METROPOLITAN AREAS; EMPLOYMENT OPPORTUNITIES; LABOR MARKET AREAS; PROFESSIONALS

This study aims to examine the role that professional and producer services (PPS)—financial, legal, consulting, advertising, and marketing—play in job creation. It will analyze the dynamics of large metropolitan areas with respect to the development of the PPS and evaluate the mutual dependence between workers with professional skills and conventional service workers whose jobs require less training.

A wide variety of data resources are being identified and a methodology is being developed to explore geographical concentration, patterns of agglomeration, characteristics of professional and producer service firms and markets, the hierarchical structuring of a national system of service metropolises, and the effect of such activities on the structure and growth of metropolitan labor markets.

4-002G* The Human Economy: A Theory of Manpower Development and Utilization

Descriptors: HUMAN RESOURCES; LABOR SUPPLY; MANPOWER ECONOMICS; LABOR MARKET BEHAVIOR; TRAINING EFFECTIVENESS AND IMPACT; SERVICE DELIVERY

SYSTEMS; HUMAN RESOURCE DEVELOPMENT POLICY; LABOR MARKET INFORMATION, LABOR DEMAND

This study seeks to explain how an expansion of skills determines an increase in our population's standard of living and how the rate at which skills expand is governed by society's values, political cohesiveness, economic organization, and human resource capabilities.

The study is divided into four sections. The first section focuses on economic development, or the macrosupply aspect of the theory of manpower. The second section stresses specific institutions that determine the development of manpower—the family, church, schools, the military, and employing institutions. This section also explores class structure and the distribution of income. The last two sections deal with the processes which use human resources or the demand for them. These sections examine business expectations, government policy, and effectiveness of the labor market—especially its facilitating mechanisms—including job information, selection, assignment, on-the-job training, and their relationships in the utilization process. The basic analytic thrust involves the evaluation of the four interacting dynamic systems—values, government, economy, and manpower.

4-002H* THE MANPOWER FRONTIER: EDUCATION, GUIDANCE, WORK

Descriptors: MANPOWER POLICY; ECONOMIC DEVELOPMENT; LABOR MARKET BEHAVIOR; COUNSELING AND GUIDANCE; EMPLOYMENT OPPORTUNITIES; EDUCATION; WORK ATTITUDES; JOB SATISFACTION; MANPOWER LEGISLATION; MANPOWER PROJECTIONS

This study has a threefold objective: the first attempts to determine the extent to which reforms in education and guidance should be responsive to changes in the labor force and labor market; the second provides a multifaceted critique on work satisfaction with primary emphasis on practical perspectives and economic and manpower realities; and the third explores the strengths and weaknesses of the Great Society, including the role of government.

This study contains more than 20 articles on the interface between manpower analysis and manpower policy. These articles were written by the Director of the Conservation of Human Resources Project and represent a mid-1970 updating of Manpower Agenda for America.

4-002I* WORK AND VALUES

Descriptors: LABOR FORCE BEHAVIOR; INDUSTRIAL RELATIONS; WORK ATTITUDES; INDUSTRY PRACTICES; ARBITRATION; WORK ETHIC; EDUCATION EFFECT ON CAREER PATTERNS; WORK ROLES

This study seeks to identify the extent to which the place of work and attitudes toward work in the lives of Americans have changed over the past 30 years and the reasons these changes have taken place.

A substantial amount of primary and secondary information is being critically examined and analyzed. Among the data under examination are those bearing upon management decisions and the bases for them, arbitration awards relating to managers' actual use of their prerogatives, and survey materials on the ever-mounting levels of educational achievements of the work force.

Tentative findings suggest that shifts in the role of work are changes in degree rather than in kind and that many of the vexing problems facing managers are attributable less to revisions in the commitments of employees than to forces bearing upon the production and distribution of goods and services.

4-002J* THE GROWTH OF SERVICE EMPLOYMENT

Descriptors: SERVICE INDUSTRIES; LABOR DEMAND; EMPLOYMENT OPPORTUNITIES; OCCUPATIONAL STRUCTURE; MICROLEVEL ANALYSIS; ECONOMIC ANALYSIS AND ECONOMETRICS

This study seeks to conceptualize the nature of service employment in the context of overall urban employment growth. Services that are exported by cities or are associated with the city's export sector will be distinguished from those that provide for the needs of the city's residents. Such a distinction makes it possible to assess the role of services in a city's growth. Residentiary services employment will be examined to determine its relationship to the growth in population. Export-related services will be scrutinized for their relationship to the special dynamics of the city's export base. Employment data are drawn largely from Census of Population sources and from social security continuous work history files.

4-002K* METROPOLITAN LABOR MARKETS: COMPARATIVE ANALYSES

Descriptors: METROPOLITAN AREAS; LABOR MARKET BEHAVIOR; DUAL LABOR MARKETS; JOB STRUCTURE; UNION ATTITUDES; LABOR MARKET INFORMATION; INDUSTRY PRACTICES; NEW YORK, NEW YORK; ILLINOIS, CHICAGO; CALIFORNIA, LOS ANGELES; TEXAS, HOUSTON; GEORGIA, ATLANTA

This study seeks to identify the extent to which the labor markets of a limited number of metropolitan areas are distinctive and to develop a composite view of individual labor markets and of metropolitan labor markets as a whole. It is anticipated that this study will help develop a better taxonomy of urban labor markets and guidelines for better manpower planning as well as insights for the reaggregation of urban and suburban labor markets into a larger concept of metropolitan and national labor markets.

The study focuses on New York, Chicago, Los Angeles, Houston, and Atlanta, covering the structural characteristics of each as of 1970; changes in these characteristics during the recent past; the differences and similarities in labor market processes; and the subjective tone of the labor market in terms of group relations, community attitudes toward different worker groups, employer and union policies and practices, and the political climate. Racial and ethnic factors, the white-collar and service sectors, and the points of view of employers and workers are being examined.

4-002L* MANPOWER UTILIZATION AND COLLECTIVE BARGAINING IN LOCAL GOVERNMENT

Descriptors: HUMAN RESOURCES; UNION MANPOWER PRACTICES; COLLECTIVE BARGAINING; MANAGEMENT-WORKER COLLABORATION IN JOB STRUCTURING;

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

INDUSTRIAL RELATIONS; STATE AND LOCAL GOVERNMENTS; MANPOWER UTILIZATION; NEW YORK, NEW YORK; ILLINOIS, CHICAGO; CALIFORNIA, LOS ANGELES

This study is exploring the relationship between public sector collective bargaining and manpower utilization in order to aid local governments in managing their manpower more effectively. As collective bargaining in the public sector expands, it is important that positive managerial responses to bargaining be described, analyzed, and disseminated to public officials.

This study uses existing survey data concerning manpower utilization, personnel, labor relations, compensation, capital outlays, political structure, and other managerial practices in local governments. These data are derived from surveys conducted by the International City Management Association and made available to the researcher. The data are being subjected to a variety of analytical and statistical testing. The research also involves indepth probes of manpower utilization practices and employment relations in New York, Chicago, and Los Angeles. Interviews, document analysis, and participation observation are being used in this stage of the research.

4-002M* SUBURBANIZATION AND THE CITY: THE METROPOLITAN LABOR MARKET

Descriptors: METROPOLITAN AREAS; SUBURBAN LABOR MARKETS; SERVICE INDUSTRIES; WOMEN; WHITE-COLLAR OCCUPATIONS; LABOR FORCE BEHAVIOR; TRANSITION TO WORK; INNER-CITY RESIDENTS; AGE DIFFERENCES; BLACKS; EMPLOYMENT OPPORTUNITIES

This study describes and conceptualizes the process of employment expansion in areas contiguous to central cities and attempts to determine its labor market implications. The growth and structure of suburban economies, and changes in their industrial composition and in their labor markets since World War II are analyzed.

The study utilizes secondary data and interviews to examine patterns of suburbanization in 10 metropolitan areas of different types and sizes. Included in the source data is part of the Social Security Administration's Continuous Work History Sample for purposes of describing the flows in and out of the work force under varying conditions of growth, the industries to which young people move, the sex and age composition of the work force, and relative change in earnings. In addition, census data are used to indicate certain social and economic characteristics of the cities and suburbs, relative wage levels, and the size of establishments in various industrial classifications.

The study indicates that postwar suburbanization has brought about a spatial and industrial reorganization of the metropolis. In cities, job opportunities are increasingly found in business services and in the public sector, while in suburbs, jobs are found principally in manufacturing and in the consumer-oriented sector (retailing, personal services, etc.). Within this industry structure, employment falls into two contrasting categories: (1) Relatively well paid jobs in manufacturing and certain managerial and professional activities and (2) relatively poorly paid jobs in the consumer-oriented sector.

Suburban economies, largely because of industrial composition, employ fewer women than corresponding city economies. Suburban work forces include a large number of young people under 25 and middle-age women (a large secondary labor market which performs consumer-oriented activities). Except in manufacturing, employment is less well paid and less stable in the suburbs than in the cities. Few entry-level jobs are available to young blacks, and the tendency for firms to locate in industrial parks, shopping centers, and office parks near major highways discriminates against all low-income workers in gaining access and securing transportation to employment.

4-002N* DESEGREGATION AND CAREER GOALS: CHILDREN OF AIR FORCE FAMILIES

Alice Yohalem and Quentin B. Ridgeley
April 1974

Report Descriptors: CAREER GOALS; ARMED FORCES; EDUCATIONAL ASPIRATIONS; OCCUPATIONAL MOBILITY; MOTIVATION; DESEGRATION; BLACK/WHITE; EDUCATIONAL ATTAINMENT

Praeger Publishers, New York, N.Y.

4-002O* UPGRADING BLUE-COLLAR AND SERVICE WORKERS

Descriptors: UPGRADING; BLUE-COLLAR WORKERS; OCCUPATIONAL MOBILITY; SERVICE INDUSTRIES; OCCUPATIONAL STRUCTURE; APPAREL INDUSTRY; HEALTH MANPOWER; TRANSFERABILITY OF SKILLS; CONSTRUCTION INDUSTRY; DISCRIMINATION

Charles Brecher
1972

NTIS PB214814/AS
The Johns Hopkins University Press, 1972.

4-002P* THE YOUTH LABOR MARKET: INTERNATIONAL VARIATIONS

Descriptors: YOUTH; UNEMPLOYMENT; LABOR MARKET BEHAVIOR; LABOR FORCE PARTICIPATION; SERVICE DELIVERY SYSTEMS; EMPLOYER ATTITUDES; OCCUPATIONAL STRUCTURE; EUROPE; JAPAN; CANADA

In view of the generally lower youth unemployment rates in other countries, this study analyzes international variations [illegible] jobless rates to determine factors that contribute to differences and similarities in the labor market position of youth.

The study covers 17 countries—the United States, Canada, Japan, and 14 European countries—using published data supplemented by research on employers' opinions and practices. These data include demographic trends, labor force participation rates, industrial and occupational structures, size of firm, wage differentials, employer attitudes, legal constraints, and unemployment and its measurement.

4-002Q* SUCCESSFUL CAREER WOMEN

Descriptors: WOMEN; CAREER PATTERNS; AFFIRMATIVE ACTION PLANS; EQUAL EMPLOYMENT OPPORTUNITY ACT

(1972); ADVANTAGED WORKERS; CAREER GOALS; HIGH-LEVEL JOBS

This study seeks to determine how opportunities for women in high-level jobs have been affected by the events of the past decade.

Such factors as educational opportunities, higher level training, and work experiences, and changing attitudes concerning women—legal and psychological—are being examined and evaluated for evidence concerning the extent to which qualified women have been aided in their career development by these trends.

4-002R* PREPARATION FOR WORK: A CROSS-COUNTRY REVIEW

Descriptors: OCCUPATIONAL TRAINING; RETURNS ON EDUCATIONAL INVESTMENT; EMPLOYER ATTITUDES; YOUTH; WORK ATTITUDES; OCCUPATIONAL INFORMATION; EUROPE; JAPAN; CANADA

As a companion to *Bridges to Work*, this study is investigating how young people in various countries are prepared for work through the educational system, employer training, and governmental training programs.

Education as preparation for work is being analyzed with considerable attention given to the problems of perfecting occupational skills and imparting cognitive skills and achievement, noncognitive competence and values, and knowledge of the world of work. Special analysis is being devoted to credentialing and its impact on education and work.

4-002S* MANPOWER CONFLICTS AND RESOLUTIONS

Descriptors: OCCUPATIONAL SAFETY AND HEALTH; ECONOMIC WELFARE; COLLECTIVE BARGAINING; AFFIRMATIVE ACTION PLANS; WORK ENVIRONMENT; JOB RESTRUCTURING; JOB LOCATION; JOB SATISFACTION

This study, growing out of competing priorities under conditions of slow economic growth, will attempt to develop the needed background for complex cost-benefit analyses that are necessary to construct national public policies bearing upon the allocation of incentives, opportunities, and services for the remainder of the 1970's. Specifically to be examined are: (1) The experience of employers and employees in dealing with new regulations regarding occupational safety and health which may conflict with provisions regarding these issues in collective bargaining agreements, (2) the experience before, during, and after layoffs of legally required affirmative action programs and of patterns in employer-employee relations for managing claims based on affirmative action entitlements that conflict with other entitlements guaranteed in employment contracts, (3) the economic experience of employers who have sought to restructure jobs in ways calculated to improve the quality of working life; and (4) the experience of employers in dealing with environmental demands and, simultaneously, the demand for jobs.

4-002T* LARGE CITY BUDGETING FOR HUMAN RESOURCES EXPENDITURES

Descriptors: HUMAN RESOURCES; HUMAN RESOURCE DEVELOPMENT POLICY; WELFARE PROGRAMS; TRAINING EFFECTIVENESS AND IMPACT; HEALTH CARE; COST EFFECTIVENESS; SUPPORTIVE SERVICES; SERVICE DELIVERY SYSTEMS; JOB PERFORMANCE; NEW YORK, NEW YORK

This project is intended to develop a framework which can be used to improve decisionmaking in the budgeting processes of local government. The study will utilize four human resource development programs to determine the extent of data available for program output measurement. Interviews with municipal officials and an examination of the ways in which operating data are generated and collected will be undertaken. Suggestions will be made for the improvement of measures of output. Four working papers will be developed for presentation to agencies supervising service programs, recommending better procedures for analyzing the 1975 budget for the City of New York.

4-002U* MANPOWER IMPACTS OF A CREDIT ECONOMY

Descriptors: EDUCATIONAL ASPIRATIONS; CREDENTIALING; DEBTOR/CREDITOR RELATIONSHIP; DISCRIMINATION; JOB CREATION; LABOR PRODUCTIVITY; COMMUTING

This report seeks to broaden understanding of the consequences of different aspects of the credit-granting system for the functioning of labor markets, the characteristics of labor supply, and the design of new policies to further job opportunities in general and equal employment opportunities in particular. It will examine: (1) Ways in which the current use of credit to pursue education and training involves a mortgage on future productivity; (2) the discrimination in credit entitlements that impedes minorities from pursuing training; and (3) the impact of credit on transportation and residential patterns and on the potential for job creation in small- and middle-sized firms. Much of the data to be analyzed will come from the Federal Reserve Board and its member banks, universities (both public and private), the American Council on Education, the Federal Trade Commission, and a series of credit surveys being conducted by the Institute of Social Research at the University of Michigan. The analysis will involve multivariate techniques appropriate to the particular body of data.

4-003* JOB SEARCH SURVEY

BUREAU OF LABOR STATISTICS
WASHINGTON, D.C.

Sophia C. Travis

Contract 20-11-73-04 (formerly 21-11-73-10)
Project still in progress

Descriptors: LABOR FORCE BEHAVIOR; JOB SEARCH; UNEMPLOYMENT; JOB PLACEMENT

This study examined job hunting methods to determine which are the most effective.

Questions covered both the intensity and extent of the job search. Data were collected in connection with the January 1973 Current Population Survey from people who had started their current jobs in the preceding 12 months.

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

Following are some of the major findings of the survey:

Two out of three workers in the study reported that they tried to find work by applying directly to employers without suggestions or referrals by anyone. The next four most frequently used methods—employed by much smaller proportions of workers—were: (1) Asking friends about jobs where they work, (2) answering local newspaper ads, (3) asking friends about jobs at places other than where they work; and (4) checking with the State employment service.

More workers (35 percent) obtained their current jobs through direct application to employers than by any other method. The next two methods reported most frequently, but by much smaller proportions of workers, were asking friends about jobs where they work and answering local newspaper ads. About equal proportions of jobseekers (5 to 6 percent) obtained their jobs through the State employment service and through private employment agencies.

The four most commonly used methods and the one workers most frequently named as the way they obtained jobs were the same for both men and women and, with minor exceptions, for workers with most characteristics by which they were classified.

JOBSEEKING METHODS USED BY AMERICAN WORKERS
1975
Bureau of Labor Statistics

4-004 Labor Market, Inflation, and Manpower Policy

THE URBAN INSTITUTE
WASHINGTON, D.C.

Dr. Charles C. Holt, Dr. Ralph E. Smith, Dr. Richard S. Toikka, William J. Scanlon, and Jean E. Vanski

Grant 92-11-72-36 (formerly Contract 82-09-68-44)
Project completed fiscal year 1975

Descriptors: UNEMPLOYMENT/INFLATION TRADEOFF, EMPLOYMENT POLICY, LABOR FORCE PARTICIPATION, ECONOMIC ANALYSIS AND ECONOMETRICS, GOVERNMENT POLICIES, LABOR MARKET INFORMATION

The objective of this project was to gain further insights into the functioning of labor markets, their role in the inflation process, and the implications for manpower programs and policies. The emphasis was on job search and labor turnover dynamics of segmented markets which preliminary analyses showed to be of critical importance.

Within a systems framework, individual empirical and theoretical studies were based on a research design which proceeded to increasingly complete and realistic models.

A demographic model of the U.S. labor market was estimated and simulated. It predicts the impact of demand fluctuations on the unemployment rates, labor participation rates, and monthly probabilities of becoming unemployed, finding a job, and entering and leaving the labor force for each of 16 age-race-sex groups.

Each transition probability was estimated as a function of aggregate job openings, unemployment, seasonal factors, and a time trend, using regression analysis. The simulation is driven by the total demand for labor (employment plus unfilled job openings) and by disaggregated population. The model has been used to explore the reactions of each group to a simulated increase or decrease in aggregate demand. It provides answers to such questions as: How many of the new jobs would have been filled? How many would have gone to teens, women, and minorities? What impact would the demand stimulus or contraction have on each group's unemployment and labor participation rates?

An analysis of the cyclical variation in labor force entry and exit patterns found that the primary determinant of the net cyclical fluctuations of the labor force is the strong likelihood of leaving the labor force when unemployed. The level of economic activity affects the probabilities of entering and leaving the labor force, which, in turn, determines labor force size.

The final report presents an overview of the work done and conclusions reached and provides copies of a number of the more important papers prepared under t[illegible]roject, as well as appendixes giving technical background on the model and a complete listing of the 73 working papers written in the course of the project.

Papers included in the volume are: (1) Seven exploratory studies—"The Relation Between Vacancies and Unemployment," "The Persistence of the Discouraged Worker Effect," "Demand for Labor in a Dynamic Theory of the Firm," "CPS Gross Change Data: Reliability and Potential for Estimation of Markov Probability Models," "Manpower Programs and Unemployment Statistics," "The Economics of Information: Labor Market Aspects," and "The Quality of Work and Employment-Related Decisions"; (2) three studies on modeling the labor market—"Modeling a Segmented Labor Market," "The Discouraged Worker in a Full Employment Economy," and "A Simulation Model of the Demographic Composition of Employment, Unemployment, and Labor Force Participation: Status Report"; and (3) five policy studies—"Manpower Policies to Reduce Inflation and Unemployment," "Trade Adjustments and the Labor Market," "Labor Market Improvement and Economic Tradeoffs," "The Potential Impact of the Employment Service on the Economy," and "Recession and the Employment of Demographic Groups."

The report concludes that it is feasible, with available data, to estimate and validate a model of the national labor market that reflects its flow dynamics on a monthly basis for different groups of workers.

The model developed can be used to simulate the impacts of alternative programs and policies designed to influence unemployment, labor market participation, and, to some degree, inflation.

MANPOWER POLICIES TO REDUCE INFLATION AND UNEMPLOYMENT
Charles C. Holt, C. Duncan MacRae, Stuart O. Schweitzer, and Ralph E. Smith
1973
Urban Institute Reprint 139-350-39 ($.50)

THE RELATION BETWEEN VACANCIES AND UNEMPLOYMENT

C. Duncan MacRae and Stuart O. Schweitzer
May 1973

Report Descriptors: EMPLOYMENT OPPORTUNITIES, UNEMPLOYMENT; LABOR MARKET BEHAVIOR
Urban Institute Working Paper 350-42

DYNAMIC DETERMINANTS OF LABOR FORCE PARTICIPATION: SOME EVIDENCE FROM GROSS CHANGE DATA

Ralph E. Smith
May 1973

Report Descriptors: LABOR FORCE PARTICIPATION; LABOR MARKET BEHAVIOR; LABOR MARKET INFORMATION; LEISURE

WAGE INFLATION AND THE DISPERSION OF UNEMPLOYMENT

C. Duncan MacRae and Stuart O. Schweitzer
May 1973

Report Descriptors: UNEMPLOYMENT/INFLATION TRADEOFF; WAGES
Urban Institute Working Paper 350-50

THE PERSISTENCE OF THE DISCOURAGED WORKER EFFECT

Stuart O. Schweitzer and Ralph E. Smith
January 1974

Report Descriptors: LABOR FORCE PARTICIPATION; UNEMPLOYMENT, INCENTIVES; LABOR MARKET BEHAVIOR; LABOR MARKET INFORMATION
Industrial and Labor Relations Review, Vol. 27, No.2, January 1974, pp. 249-260; Urban Institute Reprint 165-350-55 ($.50)

MANPOWER PROGRAMS AND UNEMPLOYMENT STATISTICS

Ralph E. Smith
April 1973

Report Descriptors: IMPACT OF MANPOWER POLICIES; UNEMPLOYMENT INSURANCE
Monthly Labor Review, Vol. 96, No. 4, April 1973

LABOR MARKET IMPROVEMENT AND ECONOMIC TRADE-OFFS

Charles C. Holt
1974

Report Descriptors: LABOR MARKET BEHAVIOR; UNEMPLOYMENT/INFLATION TRADEOFF
GPO
Also available in *Recurrent Education*, Selma J. Mushkin, ed., 1974

THE POTENTIAL IMPACT OF THE EMPLOYMENT SERVICE ON THE ECONOMY

Charles C. Holt
June 1973

Report Descriptors: PUBLIC EMPLOYMENT SERVICE; UNEMPLOYMENT/INFLATION TRADEOFF

THE ECONOMICS OF INFORMATION: LABOR MARKET ASPECTS

Richard S. Toikka
March 1974

Report Descriptors: LABOR MARKET INFORMATION; LABOR MARKET BEHAVIOR
The Swedish Journal of Economics, Vol. 76, No. 1, March 1974, pp. 62-72

THE DISCOURAGED WORKER IN A FULL EMPLOYMENT ECONOMY

Ralph E. Smith
1974

Report Descriptors: INCENTIVES; EMPLOYMENT OPPORTUNITIES; LABOR FORCE PARTICIPATION; LABOR MARKET BEHAVIOR; LABOR MARKET INFORMATION
Proceedings of the American Statistical Association, Business and Economics Section, 1974

MODELING A SEGMENTED LABOR MARKET

Charles C. Holt
December 1973

Report Descriptors: LABOR MARKET INFORMATION; LABOR MARKET BEHAVIOR
Conference Volume on Equal Employment Opportunity, Phyllis Wallace, ed., M.I.T. Press, 1974 (forthcoming)

TRANSITION PROBABILITY ESTIMATION FOR THE MULTINOMIAL LOGIT: AN APPLICATION TO THE LABOR MARKET

William J. Scanlon
August 1973

Report Descriptors: LABOR MARKET INFORMATION
Urban Institute Working Paper 350-64

THE DEMOGRAPHIC COMPOSITION OF EMPLOYMENT, UNEMPLOYMENT, AND LABOR FORCE PARTICIPATION: A STATUS REPORT

Ralph E. Smith
June 1974

Report Descriptors: EMPLOYMENT PATTERNS; LABOR FORCE PARTICIPATION UNEMPLOYMENT; WORKER TRAITS; LABOR MARKET BEHAVIOR
Urban Institute Working Paper 350-65

BLACK MANAGERS IN WHITE CORPORATIONS

John P. Fernandez
1973

Report Descriptors: BLACK/WHITE; CORPORATIONS; SUPERVISION, OCCUPATIONAL MOBILITY; CAREER PATTERNS, AFFIRMATIVE ACTION PLANS

NTIS PB231512/AS

Dr. Charles C. Holt, Dr. Ralph E. Smith, Dr. Richard S. Toikka, William J. Scanlon, and Jean E. Vanski
May 1975

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

Report Descriptors: UNEMPLOYMENT/INFLATION TRADEOFF; EMPLOYMENT POLICY; LABOR FORCE PARTICIPATION; ECONOMIC ANALYSIS AND ECONOMETRICS; GOVERNMENT POLICIES; LABOR MARKET INFORMATION

NTIS

4-005 LABOR MARKET SEGMENTATION

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Grant 21-25-73-18 (formerly Contract 71-36-71-03)
Project completed fiscal year 1974

LABOR MARKET SEGMENTATION: A RESEARCH REPORT TO THE U.S. DEPARTMENT OF LABOR

Richard C. Edwards, David M. Gordon, and Michael Reich
June 1973

Report Descriptors: GOVERNMENT POLICIES; EARNINGS; INDUSTRIAL RELATIONS; LABOR MARKET INFORMATION; ECONOMIC ANALYSIS AND ECONOMETRICS; DUAL LABOR MARKETS

NTIS PB221991/AS
Also available from Center for Educational Policy Research, Harvard University, 6 Appian Way, Cambridge, Mass. 02138

4B. LABOR FORCE, LABOR MARKET—SPECIFIC SECTORS AND COHORTS

4-006* AN ANALYSIS OF OCCUPATIONAL MOBILITY THROUGH USE OF LONGITUDINAL SURVEYS DATA WITH A SUPPLEMENTARY ANALYSIS OF RESPONSE VARIABILITY

UNIVERSITY OF PENNSYLVANIA
PHILADELPHIA, PA.

Dr. Ann R. Miller, Population Studies Center

Grant 21-42-73-05
Project still in progress

Descriptors: BLUE-COLLAR WORKERS; WHITE-COLLAR OCCUPATIONS; OCCUPATIONAL STRUCTURE; OCCUPATIONAL MOBILITY; NATIONAL LONGITUDINAL SURVEYS; CAREER PATTERNS; MEN; WOMEN; YOUNG MEN; YOUNG WOMEN

An analytical study of occupational mobility is being made, emphasizing: (1) The relationship between mobility and changes in the occupational structure of employment and (2) the paths by which individuals move into specific occupations.

The study involves an analysis of data collected from four population groups covered by the National Longitudinal Surveys of labor force behavior.

4-007 CAREER DEVELOPMENT

TEMPLE UNIVERSITY
PHILADELPHIA, PA.

Dr. Herman P. Miller

Grant 21-42-74-10
Project completed fiscal year 1975

Descriptors: CAREER PATTERNS; CAREER CHOICE; COLLEGE GRADUATES; LABOR MARKET BEHAVIOR; NATIONAL LONGITUDINAL SURVEYS; YOUNG MEN; TRANSITION FROM SCHOOL TO WORK

This study explores the relationships among college curriculums, work experience, and current work status of young men 14 to 24 years old in 1966. It assesses the factors related to career choice and those involved in curriculum shifts and differences between field of study and field of work.

The case study method is used here. The complete tape records of young men pursuing a college degree, or with a college degree, in the National Longitudinal Survey of Young Men are examined.

Each respondent's annual interviews were received and generalizations made regarding the student's background, his occupational and educational goals, his postcollege work experience, his degree specialty, and other variables.

The project found that: (1) Many of the students made career changes that reflect a lack of knowledge of occupational options and personal capabilities; (2) many careers would be begun, terminated, and changed as a result of exogenous and accidental events completely outside the control of the student; (3) rather frequently, a young man's career goal appeared to be determined by the job he was currently doing and to be quite independent of any earlier aspirations; (4) higher education is clearly an effective channel of upward intergenerational mobility; and (5) there is ample evidence that an increasing proportion of students help support themselves by working during vacations and the school year.

ACADEMIC CAREERS AND POST-COLLEGE EMPLOYMENT OF YOUNG MEN

Dr. Herman P. Miller and Dr. Stuart Garfinkle
September 1974

NTIS PB236228/AS

4-008 A CASE STUDY OF CERTAIN CASUAL LABOR PATTERNS IN SELECTED GEOGRAPHIC AREAS

ASSOCIATE CONTROL RESEARCH AND ANALYSIS, INC.
WASHINGTON, D.C.

Contract 82-11-72-26
Project completed fiscal year 1973
January 1973

Report Descriptors: CASUAL LABORERS; MEN; EMPLOYMENT PATTERNS; SECONDARY LABOR FORCE; TEMPORARY

GPO—report is available from Government Printing Office.
MA—report is available from Manpower Administration.
See page iii for further information about ordering reports.

EMPLOYMENT; JOB SEARCH; LABOR MARKET BEHAVIOR; WAGES; DISTRICT OF COLUMBIA; CALIFORNIA; LOS ANGELES; STATE-OF-THE-ART PAPERS
MA

4-009* CITRUS LABOR MARKET DEMONSTRATION PROJECT

THE UNIVERSITY OF TEXAS
AUSTIN, TEX.

Dr. F. Ray Marshall, Professor of Economics

Grant 21-48-75-07
Project still in progress

Descriptors: FARMWORKERS; SEASONAL EMPLOYMENT; LABOR DEMAND; ALIENS; MIGRATION; LABOR SUPPLY

This study will examine the citrus labor markets in Texas, California, and Florida to determine ways to regularize the labor supply and make citrus employment more attractive to local workers. phases—assessment and demonstration.

The first phase consists of an indepth examination of the three markets to discover structural and operational similarities and differences. a determination of labor demand and supply conditions; employer attitudes about contractors, labor cooperatives, unions, and the employment service; and characteristics of the citrus labor force.

The second phase will utilize results obtained from the assessment phase to formulate demonstration designs. conducted with the cooperation of area citrus growers.

The objectives of this study are to ameliorate the status of citrus workers through improvements in the actual physical working conditions and pay system and to provide alternative employment during the off-season.

4-010 CONFERENCE ON LABOR IN NONPROFIT INDUSTRIES AND GOVERNMENT

PRINCETON UNIVERSITY
PRINCETON, N.J.

Dr. Daniel S. Hamermesh, Industrial Relations Research Section

Grant 21-34-73-27
Project completed fiscal year 1975

Descriptors: GOVERNMENT WORK; WAGES; COLLECTIVE BARGAINING; UNIONIZATION; LABOR DEMAND; EMPLOYER MANPOWER PLANNING; UNIVERSITIES AND COLLEGES; PUBLIC SECTOR; WAGE STRUCTURE; CONFERENCES

This conference, jointly sponsored by the grantee and grantor, was held at Princeton, N.J., May 7-8, 1973. Outstanding scholars in their respective fields presented and gave critiques of the following papers: (1) The Theory of Employment and Wages in Nonprofit Industry; (2) The Incidence of Strikes in Public Employment; (3) The Demand for Labor in the Public Sector; (4) Wage Determination in the Public Schools and the Effects of Unionization; (5) The Effect of Government Ownership on Union Wages; and (6) Demand for Labor in a Nonprofit Market: University Faculty. The proceedings of the conference have been published.

LABOR IN THE PUBLIC AND NONPROFIT SECTORS
1975
Princeton University Press, Princeton, N.J.

4-011* THE ECONOMIC AND SOCIAL ASPECTS OF THE LABOR FORCE BEHAVIOR OF LOW-INCOME FAMILIES IN FOUR SOUTHERN RURAL COUNTIES

GEORGIA STATE UNIVERSITY
ATLANTA, GA.

Dr. John F. Adams, Director, Center for Insurance Research

Grant 51-13-72-10
Project still in progress

Descriptors: MANPOWER NEEDS; LOW INCOME; RURAL AREAS; SOUTHERN STATES; LABOR FORCE BEHAVIOR; GEORGIA; LOUISIANA; MISSISSIPPI; TEXAS

This study is assessing the economic and social characteristics of labor force behavior of low-income families in four southern rural counties in order to formulate policy with respect to manpower programs for the disadvantaged.

A household survey of sample populations is being taken in Dodge County, Ga., Natchitoches Parish, La., Sunflower County, Miss., and Starr County, Tex. Special surveys are used in the four counties, including standardized interviews with members of the business community, government, churches, and service clubs. Socioeconomic and demographic county data are drawn from secondary sources, including the Bureau of the Census, Department of Labor, and records of State, county, and local agencies. The survey and analysis is being conducted by teams from Georgia State University, Atlanta, Ga., Southern University, Baton Rouge, La., University of Mississippi, Oxford, Miss., and The University of Texas, Austin, Tex. These four universities are co-grantees for this project.

4-012* EFFECT OF CHANGES IN BIRTH EXPECTATIONS ON WORK EXPERIENCE

BUREAU OF THE CENSUS
WASHINGTON, D.C.

Larry E. Suter

Contract 20-11-74-15
Project still in progress

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

Descriptors: YOUNG WOMEN; MOTHERS; LABOR FORCE PARTICIPATION LABOR MARKET BEHAVIOR; FERTILITY; ATTITUDES

This study is examining the relationship among changes in birth expectations, labor force participation rates, and work experience of young women.

Data on young women aged 14 to 24 in 1968 that were collected in 1971 and 1973 from the National Longitudinal Surveys will be compared to see the changes in birth expectations during the 2-year period. Reasons for change will be sought, including changes in marital status, attitudes toward work, income from job, school attendance, and labor force activity in relationship to childbirth.

4-013* EMPLOYMENT CHARACTERISTICS AND OCCUPATIONAL STATUS OF THE CHINESE IN THE UNITED STATES

THE CITY UNIVERSITY OF NEW YORK
NEW YORK, N.Y.

Dr. Betty Lee Sung, Department of Asian Studies

Grant 21-36-73-13
Project still in progress

Descriptors: CHINESE AMERICANS; ECONOMIC ANALYSIS AND ECONOMETRICS; EARNINGS; EDUCATIONAL ASPIRATIONS; EMPLOYMENT OPPORTUNITIES; LABOR FORCE PARTICIPATION OCCUPATIONAL STATUS; PUBLIC EMPLOYMENT SERVICE; PRIVATE EMPLOYMENT AGENCIES

The aim of this project is to formulate and conduct a detailed study of the economic characteristics of the Chinese in the United States. This study will provide information on the income, education, employment, and occupational status of Chinese workers. It will also seek insights into problems such as job discrimination, work attitudes, utilization of manpower services, and cultural barriers to employment as revealed in interviews with employment agencies, placement offices, personnel offices, manpower programs, and various Chinese American groups.

The principal investigator will develop a detailed occupational, educational, and income profile of the Chinese in the United States from unpublished census data. This information will be presented, analyzed, and summarized in a series of reports for basic reference. The information, combined with interview data, published governmental sources, and private research, will be used to suggest ways to improve the employment opportunities of Chinese Americans and provide direction to private and public agencies seeking to support programs in Chinese American communities.

4-014 EMPLOYMENT OF RECENT COLLEGE GRADUATES

BUREAU OF LABOR STATISTICS
WASHINGTON, D.C.

Contract 81-11-71-18
Project completed fiscal year 1973

Vera C. Perrella

Report Descriptors: COLLEGE GRADUATES; CAREER PATTERNS; JOB SEARCH; OCCUPATIONAL MOBILITY; TRANSITION FROM SCHOOL TO WORK
MA
Special Labor Force Report 151, U.S. Department of Labor, Bureau of Labor Statistics, Washington, D.C.

4-015* EXPERIMENTAL STUDY OF THE RELATIONSHIP BETWEEN THE GROWTH OF EMPLOYMENT AND MIGRATION, UTILIZING THE RETROSPECTIVE DATA FROM THE 1970 CENSUS OF POPULATION

UNIVERSITY OF PENNSYLVANIA
PHILADELPHIA, PA.

Dr. Ann R. Miller, Population Studies Center

Grant 21-42-73-41
Project still in progress

Descriptors: GEOGRAPHIC MOBILITY; METROPOLITAN AREAS; OCCUPATIONAL STRUCTURE; WAGE STRUCTURE; WOMEN; MINORITIES; MIGRATION; WAGE DIFFERENTIALS; EMPLOYMENT OPPORTUNITIES; CORRECTIONS

The project is investigating the relationship between recent migration patterns for selected metropolitan areas and such factors as the area's occupational and industrial structure, the employment/unemployment mix, and wage levels.

Utilizing retrospective data available from the 1970 census of population, the study focuses on the largest standard metropolitan statistical areas.

4-016 IMMIGRANTS AND THE AMERICAN LABOR MARKET

TRANSCENTURY CORPORATION
WASHINGTON, D.C.

Contract 20-11-73-01
Project completed fiscal year 1973

David S. North and William G. Weissert
April 1973

Report Descriptors: IMMIGRANTS; IMMIGRATION; LABOR FORCE BEHAVIOR; TRANSITION TO WORK; ALIENS; LABOR SUPPLY; MIGRANTS; LABOR CERTIFICATION PROGRAM; LITERATURE REVIEW

NTIS PB221200

IMMIGRANTS AND THE AMERICAN LABOR MARKET: MANPOWER RESEARCH MONOGRAPH, NO. 31
1973

GPO – report is available from Government Printing Office.
MA – report is available from Manpower Administration.
See page iii for further information about ordering reports.

Report Descriptors: IMMIGRANTS; IMMIGRATION; LABOR FORCE BEHAVIOR; TRANSITION TO WORK; ALIENS; LABOR SUPPLY; MIGRANTS; LABOR CERTIFICATION PROGRAM

MA

GPO MANPOWER RESEARCH MONOGRAPH NO. 31, (1974)

4-017* IMPACT OF THE TEMPORARY HELP SERVICE INDUSTRY UPON WOMEN'S LABOR MARKET PARTICIPATION AND BEHAVIOR

TEMPLE UNIVERSITY
PHILADELPHIA, PA

Dr. Richard D. Leone, School of Business Administration

Grant 21-42-74-11
Project still in progress

Descriptors: TEMPORARY HELP SERVICE; PART-TIME EMPLOYMENT; WOMEN; LABOR FORCE PARTICIPATION; JOB SEARCH; RECRUITMENT; HIRING PRACTICES; JOB PLACEMENT; LABOR MARKET BEHAVIOR

Focusing on a single labor market, this study is examining the characteristics of women who use temporary help services, their reasons for utilizing this source of part-time employment, and the impact of this experience on subsequent labor force participation. The research is providing primary data on the female temporary work force and may yield useful insights into the efficiency and equity of one job-matching source.

This study is limited to one company in the Philadelphia SMSA. Personal interviews will be conducted with 500 former employees drawn from the inactive agency files dating from 1973 to the present and 100 persons selected from records of actively employed workers from the offices of a local temporary help company. For those women who left temporary help service jobs for full-time work, the research is exploring ways in which their experience assists women in overcoming specific reentry problems, developing job skills, and establishing communication with potential full-time employers. It is also exploring practices and procedures in the temporary help service industry that impede the full employment potentiality of women, particularly among those employees who did not continue on to full-time employment.

4-018 STAGES OF INDUSTRIAL DEVELOPMENT AND POVERTY IMPACT IN NONMETROPOLITAN LABOR MARKETS OF THE SOUTH

THE UNIVERSITY OF TEXAS
AUSTIN, TEX.

Dr. F. Ray Marshall, Center for the Study of Human Resources

Grant 21-48-74-24
Project completed fiscal year 1975

Descriptors: SOUTHERN STATES; INDUSTRIAL MOBILITY; POVERTY; RURAL AREAS; ECONOMIC DEVELOPMENT

The project examined the process of rural industrialization since the 1940's. A model incorporating industries by wage, skill, union, and locational characteristics such as resources orientation was developed. The focus was on rural counties in the South that were at least 50 miles from a standard metropolitan statistical area. Additionally, a comparative study of counties in southern Indiana was made.

The study reported that industry tends to avoid areas with heavy black populations. As a corollary, blacks with characteristics similar to those of whites who get rural jobs migrate out of rural areas in search of employment.

Southern industrial development has been characterized by a two-phase process: (1) Low-wage and labor-intensive industries acquaint the labor force with work habits required in a factory, which, in turn, attracts (2) primarily labor-oriented, medium-wage, and more capital-intensive manufacturing. The first phase usually occurs in a loose labor market, which allows industries to skim off the better qualified and educated. With the appearance of the second phase, the market becomes tight and hiring standards are lowered, tending to benefit the poor and to lessen discrimination.

Recommendations suggested by the report were: (1) Local interests should be backed in their efforts to obtain necessary water, sewage, and industrial park facilities; (2) adequate and competent job training and basic education programs for the locally unskilled and undereducated are a necessity; and (3) antidiscrimination laws should be enforced so that blacks can share in the industrial development.

Dr. F. Ray Marshall, Allen Thompson, and Thomas Till
January 1975

NTIS PB239683/AS

4-019* THE LABOR SUPPLY FOR LOWER-LEVEL OCCUPATIONS, 1960-1980

NATIONAL PLANNING ASSOCIATION
WASHINGTON, D.C.

Dr. Harold Wool

Grant 21-11-73-02
Project still in progress

Descriptors: LABOR SUPPLY; LOW-LEVEL OCCUPATIONS; LOW-WAGE INDUSTRIES; SERVICE INDUSTRIES; IMMIGRANTS; OCCUPATIONAL PROJECTIONS; MINORITIES; LABOR DEMAND; STUDENTS; LABOR FORCE PARTICIPATION

This project is testing the hypothesis that the historical sources of manpower for lower level occupations, such as immigrants or deprived population groups, have been contracting and will continue to contract in the coming decade. It is also assessing the implications for manpower and economic planning.

Data from the 1960 and 1970 censuses, supplemented by other research materials, will be used: (1) To develop a ranking of occupations relevant to the labor supply; (2)

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

to study changes in the composition of lower level occupations; and (3) to project the labor supply for such occupations to 1980.

4-020* A LONGITUDINAL STUDY OF IMMIGRANTS IN THE LABOR FORCE

LINTON AND COMPANY, INC.
WASHINGTON, D.C.

David S. North

Contract 20-11-74-21
Project still in progress

Descriptors: IMMIGRANTS; EMPLOYMENT OPPORTUNITIES; LABOR CERTIFICATION PROGRAM; LABOR FORCE PARTICIPATION; TRANSITION TO WORK; LABOR SUPPLY; ALIENS

The objectives of the study are to determine the nature and extent of immigrant participation in the labor force and the factors which inhibit or encourage such participation, the training that immigrants bring with them and its utilization, their earnings, and their labor market experiences over time.

The researchers' methodology will include the following: (1) Interviewing a subsample of 1,000 immigrants from the sample of 5,000 immigrants whose alien address cards and visa applications were examined in a 1970 project, "Immigrants and the American Labor Market," (TransCentury Corporation, contract 20-11-73-01); (2) continuing the baseline research with the alien address cards, studying cards filed in 1971, 1973, and 1974 for the 1970 subsample; (3) comparing the findings from the 1970 cohort with the findings from data secured on a cohort of 1,000 immigrants arriving in 1971; (4) analyzing social security and other data regarding immigrants and the labor force; (5) interviewing executives of immigrant-serving agencies; and (6) developing and testing a quantitative model with different provisions in the immigration law to predict the labor market impacts of immigration.

The project also will determine the socioeconomic characteristics and participation in the labor market of a sample of illegal aliens and a sample of green card commuters (i.e., immigrants who live in Canada or Mexico but work in the United States). Extensive interviews will be conducted with 800 apprenhended illegal entrants and with 250 green card commuters. Questions will be asked on: (1) Demographics; e.g., age, nationality, and marital status; (2) education and training; (3) work experience; (4) expenditures: e.g., amount of earnings usually sent to country of origin; and (5) experiences with social insurance, welfare, and health care agencies in the United States.

4-021* NATIONAL LONGITUDINAL SURVEYS OF LABOR FORCE BEHAVIOR

THE OHIO STATE UNIVERSITY RESEARCH
FOUNDATION
COLUMBUS, OHIO
AND
BUREAU OF THE CENSUS
WASHINGTON, D.C.

Dr. Herbert S. Parnes, Center For Human Resource Research, The Ohio State University; and Demographic Surveys Division, Bureau of the Census

Contracts 82-39-72-21 (formerly 81-37-68-21, 81-34-28, 81-37-69-15, 81-37-70-18)—Ohio State University, and 81-08-38 and 20-11-73-06—Bureau of the Census
Project still in progress

Descriptors: LABOR MARKET; EMPLOYMENT PATTERNS; LABOR MOBILITY; UNEMPLOYMENT; AGE DIFFERENCES; EDUCATION; TRAINING; ECONOMIC ANALYSIS AND ECONOMETRICS; SOCIOLOGICAL FACTORS; BLACK/WHITE; NATIONAL LONGITUDINAL SURVEYS; DATA SOURCES AND USE

The National Longitudinal Surveys study is probing the relationship of factors influencing the work behavior and experience of four groups: Men, aged 45 to 59; women, 30 to 44; and men and women, 14 to 24. It focuses on the interaction among economic, sociological, and psychological variables that permit some members of a given age-education-occupation group to have satisfactory work experiences while others do not. The completed study will constitute a comprehensive body of data on labor mobility.

The study has entailed six consecutive surveys (most by personal interview) of each group at 1-year intervals, except for the omission of the older groups of men and women in 1970. The initial surveys were conducted in 1966 for both groups of men, in 1967 for the women aged 30 to 44, and in 1968 for the women aged 14 to 24. Following the last of these personal interviews (young women in 1973), a series of two biennial telephone followup interviews was initiated for each of the cohorts. A final personal interview is planned for the two male cohorts in 1976, for the older women in 1977, and for the young women in 1978. The Bureau of the Census draws the samples and collects and tabulates the data. Ohio State prepares the data-collection schedules, plans the tabulations, analyzes the results, prepares reports on the annual surveys, and will write a final comprehensive report for each group. Reports on the annual surveys are reproduced as manpower research monographs. Special analyses of the data are also published from time to time. Tapes containing survey data are being made available for purchase from Ohio State University.

THE NATIONAL LONGITUDINAL SURVEYS HANDBOOK

Dr. Herbert S. Parnes and others
December 1973

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; METHODOLOGY; DATA SOURCES AND USE; HANDBOOKS; LITERATURE REVIEW

The handbook is available free from The National Longitudinal Survey Users' Office, Center for Human Resource Research, 215 West 11th Ave., Columbus, Ohio 43201.

INTERREGIONAL MIGRATION, EDUCATION AND POVERTY IN THE URBAN GHETTO: ANOTHER

LOOK AT BLACK-WHITE EARNINGS DIFFERENTIALS

Arvil Van Adams and Gilbert Nestel
September 1973

Report Descriptors: BLACK/WHITE; MEN; INCOME DIFFERENTIALS; RETURNS ON EDUCATIONAL INVESTMENT; GEOGRAPHIC MOBILITY; WORK ATTITUDES; GHETTO RESIDENTS

Available from The Center for Human Resource Research

INCOME INSTABILITY AMONG YOUNG AND MIDDLE-AGED MEN

Andrew I. Kohen, Dr. Herbert S. Parnes, and John R. Shea
May 1973

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; INCOME DIFFERENTIALS; OLDER WORKERS; YOUNG MEN; LOW INCOME; MIDDLE-AGED WORKERS

NTIS PB222571/AS

Also in a chapter in James Smith, ed. *The Personal Distribution of Income and Wealth*, National Bureau of Economic Research, New York, N.Y., 1974.

BARRIERS TO ENTRY AND RE-ENTRY TO THE LABOR MARKET

Carol L. Jusenius and Steven H. Sandell
June 1974

Report Descriptors: OCCUPATIONAL STATUS; BLACK/WHITE; TRANSITION TO WORK; TRANSITION FROM SCHOOL TO WORK; WOMEN; YOUNG WOMEN

Paper presented at Conference on Research Needed to Improve the Employment and Employability of Women, Women's Bureau, U.S. Department of Labor, Washington, D.C., June 7, 1974.

CONSTRUCT VALIDATION OF INTERNAL-EXTERNAL LOCUS OF CONTROL AS MEASURED BY AN ABBREVIATED 11-ITEM I-E SCALE

Gopal K. Valecha
1972

Report Descriptors: TESTING; ATTITUDES; ROLE MODELS

Ph.D. Dissertation, The Ohio State University, 1972.

WOMEN AND THE ECONOMY: A BIBLIOGRAPHY AND A REVIEW OF THE LITERATURE ON SEX DISCRIMINATION IN THE LABOR MARKET

Andrew I. Kohen with Susan C. Breinich and Patricia Shields
March 1975

Report Descriptors: SEX DISCRIMINATION; MALE/FEMALE; WOMEN

NTIS

4-021A* THE PRE-RETIREMENT YEARS: A LONGITUDINAL STUDY OF THE LABOR MARKET EXPERIENCE OF MEN

Descriptors: LABOR MARKET BEHAVIOR; CAREER PATTERNS; EMPLOYMENT PATTERNS; LABOR MOBILITY; UNIONIZATION; OLDER WORKERS; LABOR FORCE PARTICIPATION; PENSIONS; BLACK/WHITE; NATIONAL LONGITUDINAL SURVEYS; INTERFIRM MOBILITY; JOB RETENTION; MEN; WAGE DIFFERENTIALS; DISCRIMINATION; RETURNS ON TRAINING; HEALTH

This study probes the relationship of factors influencing the work behavior and experience of men who were 45 to 59 years of age when the study began. It analyzes changes in their labor force behavior and employment status.

This portion of the National Longitudinal Surveys includes personal interviews of a national sample in 1966, 1967, 1969, and 1971; an abbreviated mail survey in 1968; and a telephone interview survey in 1973. The latter is the first of two biennial telephone surveys. A final personal interview survey is planned for 1976. A third report on men who were 45 to 59 years of age in 1966 was issued which describes and analyzes the changes in their labor force and employment status between 1966, the date of the first annual survey of this group, and 1969, when the fourth survey was taken. A fourth report now has been issued based on the surveys of the men through 1971.

Findings from the third report indicate that in most occupations organized workers do better by almost every measure—tenure, pay, pension coverage, for example—than the unorganized. Labor organization is especially vital to blacks. Among nonunion operatives (a job class including such occupations as truckdrivers, assemblers, textile weavers, and welders), white men earned 27 percent more an hour than black men, whereas among unionized operatives the differential was 11 percent.

The researchers conclude that less discrimination against blacks exists in the average union labor market than in the average nonunion labor market. Further, relatively more blacks than whites had collective bargaining coverage. More training equaled higher wages, irrespective of education or personal drive, particularly for black men. Wage differentials were smaller between blacks and whites with training.

Organized workers also had longer job tenure, were more attached to their current jobs, and felt that they had more control of their lives.

Unionization also is synonymous with greater pension coverage. It appears that pension plans may inhibit interfirm movement among men of this age group. Thus, the rate of voluntary job changing between 1966 and 1969 was considerably lower for those with pension coverage than for those without. However, tenure seems to be the overriding factor in job changing. Job changers were concentrated among men with short tenure—the longer a man's tenure, the more immobile he became, regardless of pension coverage.

The fourth report shows among its findings the crucial effect of health on the labor market position of the men. A substantial minority of them report health conditions that limit the amount and kind of work they can do; men reporting health limitations have lower hourly and annual earnings and suffer more unemployment; and poor health is an important factor in explaining the lower labor force participation of black men and early withdrawal from the labor force of black and white men. Among the other findings are: (1) Occupational training does not help most middle-aged workers improve their earnings; however, some gains are made by blacks who take earlier training and later enroll in company training programs,

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*Ongoing project—final report not yet available.
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

(2) positive attitudes toward work and achievement do not benefit blacks as much as they do whites; and (3) whites progress noticeably further than blacks in firms where they are employed.

VOL. 3 (1968 AND 1969 SURVEYS)

Dr. Herbert S. Parnes, Gilbert Nestel, and Paul Andrisani

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS, PENSIONS, UNIONIZATION, JOB RETENTION, MEN, WAGE DIFFERENTIALS, RETURNS ON TRAINING, BLACK/WHITE, INTERFIRM MOBILITY, ATTITUDES

NTIS PB212637/AS
MA MANPOWER RESEARCH MONOGRAPH NO. 15, VOL. 3, 1973
GPO

VOL. 4 (1966 THROUGH 1971 SURVEYS)

Dr. Herbert S. Parnes, Arvil Van Adams, Paul Andrisani, Andrew I. Kohen, and Gilbert Nestel
December 1974

Report Descriptors: LABOR MARKET BEHAVIOR, CAREER PATTERNS, EMPLOYMENT PATTERNS, LABOR MOBILITY, OLDER WORKERS, LABOR FORCE PARTICIPATION, PENSIONS, BLACK/WHITE, NATIONAL LONGITUDINAL SURVEYS, INTERFIRM MOBILITY, JOB RETENTION, MEN, WAGE DIFFERENTIALS, DISCRIMINATION, RETURNS ON TRAINING, HEALTH, MOTIVATION, ATTITUDES, TRANSITION FROM WORK TO RETIREMENT

NTIS
MA MANPOWER R&D MONOGRAPH NO. 15, VOL. 4, 1975
GPO

THE IMPACT OF HEALTH UPON EARNINGS AND LABOR MARKET ACTIVITY OF MIDDLE-AGED MEN

Joseph M. Davis
1972

Report Descriptors: HEALTH, EARNINGS, LABOR MARKET BEHAVIOR, MIDDLE-AGED WORKERS, MEN

NTIS PB210224/AS
"Impact of Health on Earnings and Labor Market Activity," *Monthly Labor Review*, Vol. 95, 1972, pp. 46-49.

HEALTH AND THE EDUCATION—EARNINGS RELATIONSHIP

Joseph M. Davis
1973

Report Descriptors: HEALTH, RETURNS ON EDUCATIONAL INVESTMENT
In *Monthly Labor Review*, April 1973, pp 61-63.

AN ANALYSIS OF SOME CORRELATES OF JOB SATISFACTION AMONG MEN 45-59

Roger D. Roderick and Edward A. Nicholson
1972

Report Descriptors: MEN, JOB SATISFACTION, BLACK/WHITE, OCCUPATIONAL ASSIGNMENT, EDUCATIONAL ATTAINMENT
In *Proceedings of the Academy of Management*, 1972.

4-021B* YEARS FOR DECISION: A LONGITUDINAL STUDY OF THE EDUCATIONAL AND LABOR MARKET EXPERIENCE OF YOUNG WOMEN

Descriptors: EDUCATION, TRAINING, LABOR FORCE PARTICIPATION LABOR MOBILITY, TURNOVER; TRANSITION FROM SCHOOL TO WORK, JOB SATISFACTION, CAREER CHOICE; EDUCATIONAL ASPIRATIONS; LABOR MARKET BEHAVIOR, BLACK/WHITE, NATIONAL LONGITUDINAL SURVEYS, YOUNG WOMEN; INTERFIRM MOBILITY, CAREER GOALS

This study examines the transition from school to work and the early labor market experience of young women who were 14 to 24 years old in 1968. It seeks to identify changes in educational aspirations, career aspirations, work and experience, and factors influencing the changes, both between surveys and eventually over the entire period covered by the surveys.

This portion of the National Longitudinal Surveys has included annual personal interviews with this group from 1968 to 1973. They will be continued through biennial telephone interview surveys and a final personal interview in 1978.

With increasing education and experience as they grow older, young women show increased realism about the likelihood that they will be working at age 35; but they continue to maintain unrealistically high occupational goals. Most realistic were college graduates, especially blacks, who aspire to professional and managerial jobs; least realistic were the considerable number with similar aspirations who have less than a high school education. Changes in labor force participation occur far more frequently than could be inferred from the very small decline in labor force participation rates between 1968 and 1970. Although three-fourths had been in the labor force at least once when surveyed, only two-fifths had been in the labor force on all three survey dates. Substantial numbers had changed employers and these changers enjoyed greater increases in wage rates and job satisfaction than nonchangers. Those with less than 1 year's service in 1968 were more than three times as likely to change employers voluntarily as those with 5 years of service. This suggests that early job shifts lead to better adjustment to the job market, which in turn leads to greater stability on the job.

VOL. 2 (1969 SURVEY)

Roger D. Roderick, with the assistance of Joseph M. Davis
1973

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS, BLACK/WHITE, TRANSITION TO WORK, LABOR MARKET BEHAVIOR, LABOR MOBILITY; GEOGRAPHIC MOBILITY, JOB SATISFACTION, VOCATIONAL GUIDANCE, EDUCATION, CURRICULUMS; YOUNG WOMEN

NTIS PB220735/AS
MA MANPOWER RESEARCH MONOGRAPH NO. 24, VOL. 2, 1974
GPO

VOL. 3

Roger D. Roderick and Dr. Andrew I. Kohen
1973

Report Descriptors: EDUCATION, TRAINING, BLACK/WHITE, YOUNG WOMEN; LABOR FORCE PARTICIPATION, INTERFIRM MOBILITY, TURNOVER, TRANSITION FROM SCHOOL TO WORK; UNEMPLOYMENT; JOB SATISFACTION, NATIONAL LONGITUDINAL SURVEYS

NTIS PB232331/AS
MA MANPOWER RESEARCH MONOGRAPH NO. 24, VOL. 3
GPO

CORRELATES OF ATYPICAL OCCUPATIONAL ASSIGNMENT

Roger D. Roderick and Joseph M. Davis
July 1972

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS, WORK ATTITUDES, WOMEN'S OCCUPATIONS, BLACK/WHITE, OCCUPATIONAL CHOICE, YOUNG WOMEN, ROLE MODELS

NTIS PB211489/AS

TYPING, SHORTHAND, AND OCCUPATIONAL ASSIGNMENTS OF WOMEN: SOME BLACK-WHITE DIFFERENTIALS

Roger D. Roderick and John R. Shea
September 1972

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS, BLACK/WHITE, YOUNG WOMEN, OCCUPATIONAL TRAINING, LABOR MARKET BEHAVIOR, OCCUPATIONAL STATUS; TYPISTS; SECRETARIAL OCCUPATIONS

NTIS PB213971/AS

JOB EXPECTATIONS AND UNEMPLOYMENT AMONG YOUNG WOMEN WITH WORK EXPERIENCE

Diane Rochelle Chappelle Faulk
1973

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; YOUNG WOMEN, BLACK/WHITE, LABOR MARKET BEHAVIOR, WORK ATTITUDES, CAREER GOALS, EARNINGS, EDUCATION, UNEMPLOYMENT

NTIS PB222738/AS
Available from The Ohio State University Center for Human Resource Research.

CAUSES OF DIFFERENTIALS IN EARLY LABOR MARKET SUCCESS AMONG YOUNG WOMEN

Andrew I. Kohen and Roger D. Roderick
1972

Report Descriptors: YOUNG WOMEN; WAGE DIFFERENTIALS; CAREER PATTERNS
In *Proceedings of the Social Statistics Section, American Statistical Association*, 1972.

ATYPICALITY OF OCCUPATIONAL ASSIGNMENT AMONG YOUNG WOMEN

Roger D. Roderick and Joseph M. Davis
1972

Report Descriptors: YOUNG WOMEN, OCCUPATIONAL ASSIGNMENT
Paper presented at annual meeting of The Population Association of America, April 1972, at Toronto, Ontario, Canada. Abstracted in *Population Index*, July 1972.

CORRELATES OF JOB ATTITUDES AMONG YOUNG WOMEN

Edward A. Nicholson and Roger D. Roderick
December 1973

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS, YOUNG WOMEN, LABOR MARKET BEHAVIOR, JOB SATISFACTION, BLACK/WHITE, WORK ATTITUDES
In *Nebraska Journal of Economics and Business*, Vol. 12, Autumn 1973, pp. 77-89.

4-021C* CAREER THRESHOLDS: A LONGITUDINAL STUDY OF THE EDUCATIONAL AND LABOR MARKET EXPERIENCE OF MALE YOUTH

Descriptors: BLACK/WHITE, YOUNG MEN, RETURNS ON EDUCATIONAL INVESTMENT, TRANSITION FROM SCHOOL TO WORK, LABOR MARKET BEHAVIOR, LABOR MOBILITY, TURNOVER, OCCUPATIONAL MOBILITY, WAGE STRUCTURE, CAREER CHOICE, EDUCATIONAL ASPIRATIONS, NATIONAL LONGITUDINAL SURVEYS, DROPOUTS, INTERFIRM MOBILITY, WORK ATTITUDES

This study examines the transition from school to work and the early labor market experience of young men who were 14 to 24 years of age in 1966 and follows them to identify changes over time in educational and career aspirations, employment and unemployment experience, and other factors affecting work experience, attitudes, socioeconomic background, and education.

This portion of the National Longitudinal Surveys includes personal interview surveys in each of the years 1966 through 1971. Telephone surveys were begun with this group in 1973. There will be another telephone survey in 1975 and a final personal interview in 1976.

A comparison of the labor market experiences of out-of-school high school graduates and nongraduates shows that the graduates fared better despite their shorter labor market exposure and manifested a stronger commitment to work and sense of personal effectiveness. The data on unemployment and on hourly earnings indicate that young black men were hurt more than the young white men by dropping out of school.

Young men initially in jobs of lower pay and satisfaction generally changed jobs more often and improved their position, though for white men there appeared to be diminishing returns from repeated changes. A greater proportion of blacks than whites changed jobs. Both black and white job changers experienced more unemployment than nonchangers, which held down the increase in annual earnings for whites but not for blacks.

Controlling for age, education, and occupation did not alter the conclusion that the intercolor difference in the pattern of occupational movement resulted in widening the socioeconomic disparity between blacks and whites.

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

VOL. 4 (1969 SURVEY)

Andrew I. Kohen, with the assistance of Paul Andrisani
January 1973

Report Descriptors: BLACK/WHITE, YOUNG MEN; RETURNS ON EDUCATIONAL INVESTMENT; LABOR MOBILITY; TURNOVER; OCCUPATIONAL MOBILITY; WAGE STRUCTURE; CAREER CHOICE; EDUCATIONAL ASPIRATIONS; WORK ATTITUDES; NATIONAL LONGITUDINAL SURVEYS; TRANSITION TO WORK

NTIS PB220734/AS
MA MANPOWER RESEARCH MONOGRAPH NO. 16, VOL. 4, 1974
GPO

DETERMINANTS OF LABOR MARKET SUCCESS AMONG YOUNG MEN: RACE, ABILITY, QUANTITY, AND QUALITY OF SCHOOLING

Andrew I. Kohen
January 1973

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; YOUNG MEN; BLACK/WHITE; EDUCATION; TRANSITION FROM SCHOOL TO WORK; LABOR MARKET BEHAVIOR; RETURNS ON EDUCATIONAL INVESTMENT; MENTAL ABILITY

NTIS PB208638/AS

DETERMINANTS OF EDUCATIONAL ATTAINMENT AND RETENTION IN SCHOOL

John R. Shea and Roger A. Wilkens
1972

Report Descriptors: EDUCATIONAL ATTAINMENT; TRANSITION FROM SCHOOL TO WORK; BLACK/WHITE; LABOR MARKET BEHAVIOR; DROPOUTS; YOUNG MEN; NATIONAL LONGITUDINAL SURVEYS; EDUCATIONAL ASPIRATIONS

NTIS PB209625/AS

KNOWLEDGE OF THE WORLD OF WORK: A TEST OF OCCUPATIONAL INFORMATION FOR YOUNG MEN

Andrew I. Kohen and Susan C. Breinich
1974

Report Descriptors: OCCUPATIONAL INFORMATION; YOUNG MEN; TESTING
Available from The Ohio State University Center for Human Resource Research.

THE EFFECTS OF HIGH SCHOOL CURRICULUM ON AGE-EARNINGS PROFILES

John T. Grasso and John R. Shea
1972

Report Descriptors: CURRICULUMS; HIGH SCHOOLS; EARNINGS; YOUNG MEN
In *Proceedings of the Social Statistics Section, American Statistical Association*, 1972.

AN EMPIRICIAL ANALYSIS OF THE DUAL LABOR MARKET THEORY

Paul Andrisani
1973

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; DUAL LABOR MARKETS; DISCRIMINATION; BLACK/WHITE; HUMAN CAPITAL; YOUNG MEN; LABOR MARKET BEHAVIOR

NTIS PB225528/9AS
Available from The Ohio State University Center for Human Resource Research.

OCCUPATION INFORMATION AND LABOR MARKET STATUS: THE CASE OF YOUNG MEN

Dr. Herbert S. Parnes and Andrew I. Kohen
September 1973

Report Descriptors: BLACK/WHITE; YOUNG MEN; COUNSELING AND GUIDANCE; LABOR MARKET BEHAVIOR; INCOME DIFFERENTIALS; TRANSITION FROM SCHOOL TO WORK; OCCUPATIONAL INFORMATION
In *The Journal of Human Resources*, Winter, 1975.

4-021D* DUAL CAREERS: A LONGITUDINAL STUDY OF THE LABOR MARKET EXPERIENCE OF WOMEN

Descriptors: WOMEN; LABOR FORCE PARTICIPATION; LABOR MOBILITY; CHILD DAY CARE; MATURE WORKERS; JOB SATISFACTION; WORK ATTITUDES; LABOR MARKET BEHAVIOR; FAMILIES; TURNOVER; HEALTH; BLACK/WHITE; NATIONAL LONGITUDINAL SURVEYS; JOB SEARCH

The purpose of this portion of the National Longitudinal Surveys is to probe the factors that determine labor force participation rates and labor market experience of mature women at a time when many are returning to the job market after a period of absence to meet family responsibilities; to identify changes in work plans, the relationship between age of children and working, education, and job search problems; and to gain insights into possible effects of child-care facilities on labor force participation.

This portion of the National Longitudinal Surveys includes personal interviews with women 30 to 44 years of age at the beginning of the study in 1967. They were also interviewed in person in 1969, 1971, and 1972, and a brief mailed questionnaire was used in 1968. A telephone interview was conducted in 1974 and another is scheduled in 1976. A final personal interview is planned for 1977.

The first followup report on women 30 to 44 examines primarily the changes in labor force and employment status between 1967 and 1969 as related to changes in various personal and family characteristics.

Rates of labor force participation among married women increased noticeably for those who: (1) Had children under 6 years of age in 1967 but not in 1969; (2) had more children in college in 1969 than in 1967; (3) reported in 1967 that they "expected to be working" 5 years hence, rather than "staying home," "going to school," etc. (asked of women not in the labor force in 1967); (4) received training or a degree, diploma, or certificate after the initial survey, which the authors see as a manifestation of an already strong work commitment; and (5) had white-collar husbands (among white women with children under age 6 in 1967 but not in 1969), possibly suggesting that if child-care facilities were made more easily available, the greatest labor force increases would take place among the relatively well-to-do.

GPO – report is available from Government Printing Office.
MA – report is available from Manpower Administration.
See page iii for further information about ordering reports.

Very few of the married women not in the labor force (less than 1 percent of the whites and only 3 percent of the blacks) reported that their reason for not looking for work was inability to find work. Family responsibilities were mentioned more often than any other reason.

Interfirm mobility was found to be high among those women who, in 1967, were in low-paying or short tenure jobs or disliked their jobs. Job changers were more likely to have had pay increases than were nonchangers. The second followup report on the women focuses on the demand for child care facilities and on the movement of women into and out of traditionally female occupations. Findings show that black and white women who were in atypical occupations in 1971 had higher average hourly rates of pay than those who were in typically female jobs. While white women moved out of traditionally female occupations over the 1967-71 period, black women tended to move into typically female jobs. Regarding child care, the study reports that there is a significant group of women, particularly those with preschool children, who would like to utilize organized day-care. For every mother of a preschool child who was using a day-care center or home, there were three who would have liked to use one. Furthermore, the lack of adequate child care prevented 5 percent of the white and 26 percent of the black mothers of children under 6 from looking for work. The study suggests, however, that the use and demand for day-care result more from the unavailability of family member home care for children than from a preference for the use of organized day-care arrangements.

VOL. 2 (1969 SURVEY)

John R. Shea, Sookon Kim, and Roger D. Roderick

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; ROLE MODELS; ATTITUDES; WORK ROLES; LABOR MOBILITY; LABOR FORCE PARTICIPATION

NTIS PB214569/AS
MA MANPOWER RESEARCH MONOGRAPH NO. 21, VOL. 2, 1973
GPO

VOL. 3 (1967, 1969, AND 1971 SURVEYS)

Carol L. Jusenius and Richard L. Shortlidge, Jr.
February 1975

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; WOMEN; BLACK/WHITE; LABOR FORCE PARTICIPATION; OCCUPATIONAL MOBILITY; JOB SATISFACTION; EARNINGS; FAMILIES; LABOR MOBILITY; MOTHERS; CHILD DAY CARE; OCCUPATIONAL CHOICE

NTIS
MA MANPOWER RESEARCH MONOGRAPH NO. 21, VOL. 3 (FORTHCOMING)

LABOR SUPPLY OF WOMEN POTENTIALLY ELIGIBLE FOR FAMILY ASSISTANCE

Jack A. Meyer
November 1972

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; LABOR SUPPLY; LOW INCOME; WOMEN; WORK INCENTIVES; HUMAN CAPITAL; BLACK/WHITE; FAMILY ASSISTANCE PLAN

NTIS PB213737/AS

WELFARE MOTHERS: BARRIERS TO LABOR FORCE ENTRY

John R. Shea
September 1973

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; WOMEN; MOTHERS; WELFARE PATTERNS; WORK INCENTIVES; BLACK/WHITE; LABOR FORCE PARTICIPATION

NTIS PB212147/AS
Also in *Journal of Human Resources*, Vol. 8, Supplement, 1973

DETERMINANTS OF LABOR FORCE PARTICIPATION OF MARRIED WOMEN 30 TO 44 YEARS OF AGE

Sookon Kim
1972

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; WOMEN; LABOR FORCE PARTICIPATION

NTIS PB206502/AS

THE INFLUENCE OF FERTILITY STRATEGIES ON THE LABOR FORCE STATUS OF AMERICAN WIVES

Harry Michael Rosenberg
1972

Report Descriptors: FERTILITY; LABOR FORCE PARTICIPATION WOMEN

NTIS PB213743/AS

4-021E* NATIONAL LONGITUDINAL SURVEYS CLEARINGHOUSE

Descriptors: DATA SOURCES AND USE; INFORMATION SYSTEMS; NATIONAL LONGITUDINAL SURVEYS

The objective of this portion of the project is to make the National Longitudinal Surveys data base available to manpower and social science researchers throughout the country. The Ohio State University Center for Human Resource Research has prepared computer tapes containing the NLS data base and serves as a national clearinghouse for information relating to the data files as well as to ongoing and completed research utilizing the data.

All known users of the NLS data files have been requested to communicate to the center any problems they uncover in the data files so that these can immediately be called to the attention of other users and so that corrective action can be taken to the extent feasible. Also, by means of a quarterly questionnaire the center requests tape users to provide brief descriptions of research in progress, to list the titles of completed research reports, and to send a file copy of each such report to the center. A quarterly NLS newsletter, issued by the center, publicizes all such information so that all members of the NLS research community can be kept apprised of the work that is going on elsewhere.

Following is a list of research reports that have utilized National Longitudinal Surveys data.

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

OCCUPATION, EMPLOYMENT, AND LIFETIME WORK EXPERIENCE OF WOMEN

Larry E. Suter
August 1973

Report Descriptors: WOMEN'S OCCUPATIONS; LABOR MARKET BEHAVIOR; EARNINGS; PROFESSIONALS; EDUCATION

LABOR FORCE BEHAVIOR: A LONGITUDINAL PERSPECTIVE

David N. Saunders
June 1973

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; DATA SOURCES AND USE; METHODOLOGY
MA
GPO
Also in *Review of Public Data Use*, Vol. 1, No. 3., June 30, 1973.

APPLYING AN OCCUPATIONAL CLASSIFICATION TO A REPRESENTATIVE SAMPLE OF WORK HISTORIES OF YOUNG MEN AND WOMEN

D. H. Nafizer, J. L. Holland, S. T. Helms, and J. M. McFartland
1972

Report Descriptors: YOUNG MEN; YOUNG WOMEN; OCCUPATIONAL CLASSIFICATION; LABOR MARKET BEHAVIOR; JOB RETENTION
Available from Center for Social Organization of Schools, The Johns Hopkins University, Baltimore, Md., Report No. 132, 1972.

INCOME DIFFERENCES BETWEEN MEN AND CAREER WOMEN

Larry E. Suter and Herman P. Miller
January 1973

Report Descriptors: MALE/FEMALE; INCOME DIFFERENTIALS
In *American Journal of Sociology*, January 1973.

WOMEN IN THE LABOR FORCE: PLACE OF RESIDENCE AS IT RELATES TO LABOR FORCE PARTICIPATION, WORK TIME SUPPLIED AND INCOME RETURNS

Dean F. Schreiner and Marlys A. Knutson

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; LABOR FORCE PARTICIPATION; ELASTICITY OF LABOR SUPPLY; INCOME; YOUNG WOMEN
Journal Article 2837, Oklahoma Agricultural Experiment Station, Stillwater, Okla.

INTERGENERATIONAL WEALTH TRANSFERS AND THE SCHOOLING DECISIONS OF MALE YOUTH

Donald O. Parsons

Report Descriptors: YOUNG MEN; EDUCATIONAL ASPIRATIONS
Unpublished paper, The Ohio State University.

COST OF SCHOOL TIME, FOREGONE EARNINGS, AND HUMAN CAPITAL FORMATION

Donald O. Parsons

Report Descriptors: YOUNG MEN; HUMAN CAPITAL; RETURNS ON EDUCATIONAL INVESTMENT
In *Journal of Political Economy*, March-April, 1974.

A MARKOV CHAIN ANALYSIS OF THE MOVEMENT OF YOUNG MEN USING THE HOLLAND OCCUPATIONAL CLASSIFICATION

D. H. Nafizer
1973

Report Descriptors: YOUNG MEN; OCCUPATIONAL CLASSIFICATION
In *Catalog of Selected Documents in Psychology*, Winter, Vol.3, 1973.

FAMILY INVESTMENT IN HUMAN CAPITAL: EARNINGS OF WOMEN

Jacob Mincer and Simon Polachek
1973

Report Descriptors: HUMAN CAPITAL; WOMEN; EARNINGS
Presented at Population Conference II, June 4-5, 1973, Chicago, Ill.

FERTILITY, WORK EXPERIENCE, POTENTIAL EARNINGS AND OCCUPATION OF AMERICAN WOMEN AGES 30-44: EVIDENCE FROM SURVEY DATA

Karen Oppenheimer Mason and Barbara S. Schulz

Report Descriptors: FERTILITY; EMPLOYMENT PATTERNS; WOMEN
Available from Center for Population Research and Services, Research Triangle Park, N.C.

NONRESPONSE ON ASSETS AND INCOME IN THE SURVEY OF MATURE WOMEN

Victoria Lapham

Report Descriptors: WOMEN; INCOME; NATIONAL LONGITUDINAL SURVEYS
MA

LABOR FORCE PARTICIPATION RATES OF BLACK WIVES

Barbara Jones
1972

Report Descriptors: LABOR FORCE PARTICIPATION; BLACKS; WOMEN

A COMPARISON OF MALE AND FEMALE POST-SCHOOL INVESTMENT BEHAVIOR AND EARNINGS USING THE 1967 LONGITUDINAL SURVEY OF WORK EXPERIENCE OF WOMEN 30-44 YEARS OF AGE

Solomon William Polachek
1973

GPO — report is available from Government Printing Office.
MA — report is available from Manpower Administration.
See page iii for further information about ordering reports.

Report Descriptors: MALE/FEMALE; WOMEN; INCOME DIFFERENTIALS; EARNINGS; INVESTMENT; RETURNS ON EDUCATIONAL INVESTMENT
Applied Economics Workshop Paper, University of Chicago, 1973.

POLICY ISSUES AND ANALYTICAL PROBLEMS IN EVALUATING VOCATIONAL EDUCATION

Ernst W. Stromsdorfer

Report Descriptors: VOCATIONAL EDUCATION; RETURNS ON EDUCATIONAL INVESTMENT
Final Report Project No. 8-0643, Grant OEG-0-71-3707, U.S. Office of Education, Office of Program Planning and Evaluation.

SEX DIFFERENCES IN THE PROCESS OF STATUS ATTAINMENT: A COMPARISON OF WORKING WOMEN AND MEN

Donald J. Treiman
August 1973

Report Descriptors: SEX DIFFERENCES; STATUS; ECONOMIC STATUS; OCCUPATIONAL STATUS; MALE/FEMALE; MIDDLE-AGED WORKERS
Paper presented at American Sociological Association annual meeting, New York, August 1973.

CAREER PATTERNS OF A NATIONAL SAMPLE OF WOMEN

Louise Vetter and David W. Stockburger
1974

Report Descriptors: YOUNG WOMEN; WOMEN; CAREER PATTERNS
Available from The Center for Vocational and Technical Education, The Ohio State University, 1974.

LABOR FORCE EXPERIENCE, JOB TURNOVER, AND RACIAL WAGE DIFFERENTIALS

Dr. Robert J. Flanagan
April 1974

Report Descriptors: TURNOVER; LABOR FORCE BEHAVIOR; MINORITIES; WAGE DIFFERENTIALS
Chapter 2 in *Labor Turnover, Racial Unemployment Differentials, and the Dual Labor Market Hypothesis*, U.S. Department of Labor, April 1974; and in *Review of Economics and Statistics* November 1974.

DISCRIMINATION THEORY, LABOR TURNOVER, AND RACIAL UNEMPLOYMENT DIFFERENTIALS

Dr. Robert J. Flanagan
April 1974

Report Descriptors: RACIAL DISCRIMINATION; TURNOVER; UNEMPLOYMENT
Chapter 3 in *Labor Turnover, Racial Unemployment Differentials, and the Dual Labor Market Hypothesis*, U.S. Department of Labor, April 1974.

THE RELATIVE OCCUPATIONAL SUCCESS OF BLACKS AND WHITES

Dr. Robert E. Hall and Richard A. Kasten
1973

Report Descriptors: BLACK/WHITE; OCCUPATIONAL STATUS
In *Brookings Papers on Economic Activity*, 1973:3.

DIFFERENCES IN PAY, PROMOTION, JOB TITLE, AND OTHER RELATED FACTORS BETWEEN EMPLOYED MALE AND FEMALE COLLEGE GRADUATES AS INDICATORS OF SEX DISCRIMINATION

Florence C. V. Odita
1972

Report Descriptors: SEX DISCRIMINATION; WAGE DIFFERENTIALS; MALE/FEMALE; INCOME DIFFERENTIALS; COLLEGE GRADUATES; INDUSTRY PRACTICES
Unpublished doctoral dissertation, The Ohio State University, 1972.

4-022 NEGRO OCCUPATIONAL STATUS AND EDUCATION: SPECIAL ANALYSIS UNDER THE "NEGRO EMPLOYMENT IN THE SEVEN SOUTHERN SMSA'S" STUDY

THE UNIVERSITY OF KENTUCKY RESEARCH FOUNDATION
LEXINGTON, KY

Dr. Virgil L. Christian, Jr., Department of Economics

Grant 21-21-74-27
Project completed fiscal year 1975

Descriptors: BLACKS; ECONOMIC STATUS; OCCUPATIONAL STATUS; EDUCATIONAL ATTAINMENT; SOUTHERN STATES; BLACK/WHITE; EMPLOYMENT PATTERNS; MIGRATION; METROPOLITAN AREAS

This project attempted to answer such questions as: (1) Has the racial pattern of inmigration to southern SMSA's been such as to widen the income and occupational gap between blacks and whites in those metropolitan areas? (2) To what extent does the income and occupational gap between the races widen as the educational level rises? The project also updated the analysis begun with the negro employment in the South study.

This project used census data to develop and analyze educational and income distributions by occupation, occupational and income distributions at given levels of education, and separate income and education distributions for migrants and nonmigrants in seven southern SMSA's.

Data obtained from the 1970 census do not support the hypothesis that inmigration of rural blacks lowered the quality of the black labor force in the southern SMSA's. In fact, because of the equalization between urban and rural blacks in median years of schooling, inmigrants from both rural and urban areas show earnings and occupational distributions that compare favorably with those of the resident population. The study states that, at given educational levels, young blacks are off to a better start in relation to young whites than were their predecessors 10 years ago. However, the 1970 data substantiate the earlier finding that the black worker's relative earnings position is worse than his or her relative occupational position. This is true even when the educational level is held constant.

***Ongoing project – final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS – report is available from National Technical Information Service.

November 1974
MA

4-023 Rural Labor Markets

THE UNIVERSITY OF TEXAS
AUSTIN, TEX

OEO Grant 61202
Project completed fiscal year 1974

PUBLIC FINANCE AND PUBLIC EMPLOYMENT IN THE RURAL SOUTH

R. Lynn Rittenhoure, Center for the Study of Human Resources
March 1974

Report Descriptors: RURAL AREAS; PUBLIC EMPLOYMENT PROGRAMS; SOUTHERN STATES; TAXES
Available from the Center for the Study of Human Resources, University of Texas, Austin, Tex. 78712.

RURAL WHITE POVERTY IN THE MID-SOUTH

Lewis H. Smith and Brian Rungeling, Center for the Study of Human Resources
1973

Report Descriptors: RURAL AREAS; ETHNIC GROUPS; POVERTY; MIDSOUTHERN STATES
Available from the Center for the Study of Human Resources, University of Texas, Austin, Tex. 78712.

RURAL WORKERS IN RURAL LABOR MARKETS

Dr. F. Ray Marshall
1974

Report Descriptors: RURAL AREAS; LABOR MOBILITY
Available from Olympus Publications, 937 East 9th, S. Salt Lake City, Utah.

ECONOMIC DEVELOPMENT, BLACK EMPLOYMENT AND BLACK MIGRATION IN THE NONMETROPOLITAN DEEP SOUTH

James L. Walker
1973

Report Descriptors: RURAL AREAS; ECONOMIC DEVELOPMENT; POVERTY; LABOR MOBILITY; BLACKS; MIGRATION; EMPLOYMENT OPPORTUNITIES; NONMETROPOLITAN AREAS; SOUTHERN STATES
Available from the Center for the Study of Human Resources, University of Texas, Austin, Tex. 78712.

NATIVE AMERICANS IN RURAL AND URBAN POVERTY

Robert Weinstein
1973

Report Descriptors: POVERTY; INDIANS; RURAL AREAS; URBAN AREAS
Available from the Center for the Study of Human Resources, University of Texas, Austin, Tex. 78712.

4-024 Service Employment, Collective Bargaining, and the Low-Wage Labor Market

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Contract 81-23-70-08
Project completed fiscal year 1974

EXPLORATIONS IN LOW PAY, COLLECTIVE BARGAINING, AND ECONOMIC MOBILITY

Peter B. Doeringer
August 1973

Report Descriptors: COLLECTIVE BARGAINING; LOW INCOME; LOW-WAGE INDUSTRIES; SERVICE INDUSTRIES; DUAL LABOR MARKETS; OCCUPATIONAL MOBILITY; GREAT BRITAIN; JAPAN; SWEDEN

NTIS PB223957/AS

4-025* Socioeconomic Determinants of Urban Poverty Area Workers' Labor Force Participation and Income

UNIVERSITY OF MISSOURI, COLUMBIA
COLUMBIA, MO.

Dr. James R. Pinkerton, College of Administration and Public Affairs

Grant 21-29-74-12
Project still in progress

Descriptors: AGE DIFFERENCES; FAMILIES; MOTIVATION; GHETTO RESIDENTS; URBAN PROBLEMS; LOW-WAGE JOBS; UNDEREMPLOYMENT SERVICE DELIVERY SYSTEMS; MEN; LABOR MARKET BEHAVIOR; PREDICTION OF SUCCESS IN PROGRAMS; LABOR FORCE PARTICIPATION; ILLINOIS, CHICAGO; MISSOURI, ST. LOUIS; TEXAS, SAN ANTONIO

This project focuses on the socioeconomic characteristics of urban male workers aged 16 to 64 who are living in low-income neighborhoods, in order to identify the various factors in ghetto life that combine and accumulate to cause individuals to perform poorly in the labor market or never to enter the labor market. New knowledge, based on comprehensive analyses of the characteristics of the poor and the totality of forces that made it possible for some workers to break out of poverty while others cannot, will help to guide policymakers in distinguishing those clients who would have success in manpower and other remedial programs as opposed to those who would exhibit failure characteristics. This would help determine appropriate manpower program approaches and improved methods of service delivery for various groups.

The study is employing two specific computerized techniques (Automatic Interaction Detector and Multiple Classification Analysis) to examine data in the 1970 Census Employment Survey (CES) and obtain predictive values on ghetto residents' labor force participation and income. CES poverty areas in Chicago, St. Louis, and

GPO – report is available from Government Printing Office.
MA – report is available from Manpower Administration.
See page iii for further information about ordering reports.

San Antonio are being studied. Among the characteristics analyzed are rural/urban background, race/ethnicity, education, age, education of wife, family income, and adequacy of housing.

4-026* A STUDY OF THE TEMPORARY HELP SERVICE SEGMENT OF THE CASUAL LABOR SYSTEM

ASSOCIATE CONTROL RESEARCH AND ANALYSIS, INC.
WASHINGTON, D.C.

Dr. Charles C. Kim

Contract 42-11-73-06
Project still in progress

Descriptors: TEMPORARY HELP SERVICE; PART-TIME EMPLOYMENT; CASUAL LABORERS; JOB SEARCH; RECRUITMENT; HIRING PRACTICES; JOB PLACEMENT; LABOR FORCE PARTICIPATION; BLUE-COLLAR WORKERS; GEORGIA, ATLANTA; TEXAS, HOUSTON

The objective of this study is to find out if the temporary help industry provides a form of peripheral employment to male blue-collar workers who might not otherwise be able to obtain regular full-time jobs. The study will be conducted in Houston and Atlanta, which were selected because they have year-round construction and manufacturing activity.

Information will be obtained from samples of temporary help agencies, customer firms, and their employees. Agencies will be asked about recruitment, screening, hiring and employment procedures, labor pool size, customer firm contacts, and the like. Customer firms will be asked for their opinions on the advantages and disadvantages of patronizing temporary help firms. Employees will be asked about jobseeking methods, work histories, work perceptions, skill levels, lifestyles, and barriers to full-time employment, and this information will be compared for workers not hired by temporary help agencies.

4-027* STUDY ON MANPOWER FOR THE COAL INDUSTRY, 1974-1980

LEO KRAMER, INC.
WASHINGTON, D.C.

Dr. Ewan Clague

Contract 20-11-74-17
Project still in progress

Descriptors: MINING; MANPOWER NEEDS; LABOR DEMAND; EMPLOYMENT OPPORTUNITIES; SKILLED WORKERS; LABOR SUPPLY; MANPOWER PROJECTIONS

The objective of this project was to estimate the total manpower needs of the bituminous coal industry for the remaining years of this decade, with subsidiary estimates of the numbers of workers in the major skilled occupations.

The researcher made estimates of the kinds and amount of labor that would be required. By using several alternative projections, he covered likely developments that could occur in coal production during the remainder of the 1970's.

Bituminous coal production of 910 million tons in 1980 was projected by the National Petroleum Council in its report on U.S. Energy Outlook, 1971-85. Using that projection, this study estimates the manpower that would be required to produce that volume of coal output. Productivity of labor in coal mining declined about 30 percent during the period from 1970 to 1973 as a result of higher safety and health standards established by congressional legislation. Assuming a productivity increase of 2 percent per year from 1974 onward, the study estimates the 1980 coal output would require a work force of about 200,000, about 45,000 above 1973 employment. Workers needed to replace those who die or retire would require manpower of about 15,000 a year for the remainder of the decade. The most critical requirement will be for highly skilled workers, such as mining machine operators, roof bolters, and others, who will be needed because of the increasing mechanization of coal production. There will be urgent need of training programs for young miners, both in work safety and in mining skills.

COAL MANPOWER PROJECTIONS, 1980
September 1974

NTIS

4-028* A SURVEY OF STATE AND LOCAL GOVERNMENT EMPLOYEE CHARACTERISTICS

BUREAU OF THE CENSUS
WASHINGTON, D.C.

David Nikkel and Kenneth Anderson

Contract 82-11-72-29 (formerly 81-11-71-19)
Project still in progress

Descriptors: LABOR MARKET INFORMATION; UPGRADING; STATE AND LOCAL GOVERNMENTS; OCCUPATIONAL INFORMATION; FEASIBILITY STUDY

The major purpose of this study was to develop and test methods for providing information needed for training and upgrading workers to help State and local governments respond to rising demands for services and take advantage of Federal assistance for public service employment.

The project involved a two-stage mail sample survey to obtain data on selected characteristics of State and local employees in five States. Stage I was a mail survey of a representative sample of State agencies (excluding educational institutions) and local governments (excluding school districts and dependent school systems) in each of five States in order to obtain a random sample listing of employees' names and addresses. State II was a mail survey of the individuals reported in the sample listings to obtain data on race, sex, age, level of education, government function in which employed, income group, merit system coverage, years in present job, job mobility, and specialized training. Alternative versions of the employee questionnaire items were tested.

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

It was found that:

(1) It is feasible to select employee samples from State and local government rosters, but precautions need be taken to assure that names and addresses are current and complete.

(2) Employer selection of sample employees involves too great an error factor for reliable results; samples should be drawn by trained field or central office staff.

(3) The response rate from the employee questionnaires was inadequate to allow meaningful generalizations about employee characteristics. It was found that better results could be obtained by using employer records for basic characteristics, supplemented by use of a mail questionnaire to employees, with intensive followup by phone and field visit for needed additional data items.

SURVEY OF STATE AND LOCAL GOVERNMENT EMPLOYEE CHARACTERISTICS

David Nikkel, Kenneth Anderson
1975

Report Descriptors: FEASIBILITY STUDY; LABOR MARKET INFORMATION; UPGRADING; STATE AND LOCAL GOVERNMENTS; OCCUPATIONAL INEQUALITY

4-029* Tobacco Mechanization and Resource Adjustment in the Tobacco Industry: A Research Program

NORTH CAROLINA STATE UNIVERSITY
RALEIGH, N.C.

Dr. Dale Hoover, Department of Economics

Grant 21-37-73-25
Project still in progress

Descriptors: TOBACCO, MECHANIZATION; LABOR SUPPLY; TECHNOLOGY AND TECHNOLOGICAL CHANGE; LABOR DEMAND; SOUTHEASTERN STATES; INCOME; LONGITUDINAL SURVEYS

This study is investigating whether impending changes in flue-cured tobacco production and curing processes threaten the labor force in tobacco-dependent areas of the southeastern United States with significant labor dislocation.

Data were collected in 1973 from a random sample of individuals and households in several counties in eastern North Carolina to estimate how dependent incomes are on tobacco harvesting and curing. The area was resurveyed in the fall of 1974. Results are being compared with census and other secondary data in an analysis of the probable reactions of the labor force to forthcoming mechanization.

4-030* Welfare Dependency and Low-Income Labor Markets

STANFORD UNIVERSITY
STANFORD, CALIF.

Dr. Micheal J. Boskin

Grant 51-06-73-06
Project still in progress

Descriptors: WELFARE PATTERNS; DUAL LABOR MARKETS; LABOR FORCE BEHAVIOR; DURATION OF UNEMPLOYMENT; WELFARE DEPENDENCY

The objectives of the study are to: (1) Provide information on the expected duration of welfare dependency by personal characteristics and wage and income expectations; (2) describe and explain turnover rates in the welfare population; (3) build a model of the determinants of the probability and duration of welfare dependency as a function of expected market wage rates, unemployment, nonwage income, family characteristics, basic welfare payment, and implicit tax on earnings; and (4) estimate the effect on welfare dependency of policies designed to alter the structure of low-income labor markets.

An analysis will be made of data on 1,000 randomly selected families over the 1965-70 time period already in the files of the Office of Research of the California State Department of Welfare. The data set includes information on family status, race, sex, education, work experience, and income by source. Efforts will be made to assure that the data set is representative of the national population.

4C. EMPLOYER PRACTICES

4-031 Career Opportunities Development Program

CALIFORNIA STATE PERSONNEL BOARD
SACRAMENTO, CALIF.

Contract 82-05-70-28
Project completed fiscal year 1974
January 1974

NTIS

4-032 Changing Schedules of Work: Patterns and Implications

AMERICAN INSTITUTES FOR RESEARCH
SILVER SPRING, MD.

Contract 81-11-72-11
Project completed fiscal year 1973

Albert S. Glickman and Zenia H. Brown
February 1973

Report Descriptors: JOB SATISFACTION; QUALITY OF EMPLOYMENT; WORK SCHEDULES; LIFESTYLES; PERSONNEL ADMINISTRATION; LEISURE; WORK ATTITUDES; INSTITUTIONAL CHANGE; ADJUSTMENT; STATE-OF-THE-ART PAPERS

NTIS PB219117/AS
ERIC ed 079479.

GPO—report is available from Government Printing Office.
MA—report is available from Manpower Administration.
See page iii for further information about ordering reports.

4-033 Employer Tax Credit and the Employment of WIN Registrants

UNIVERSITY OF MINNESOTA
MINNEAPOLIS, MINN.

Grant 42-27-73-07
Project completed fiscal year 1974

4-034* Employment of Handicapped in State Civil Service

STATE OF WISCONSIN—DEPARTMENT OF ADMINISTRATION
MADISON, WIS.

Carol Lobes

Grant 21-55-74-30
Project still in progress

Descriptors: EMPLOYER ATTITUDES; INSTITUTIONAL CHANGE; ON-THE-JOB TRAINING (OJT); SHELTERED WORKSHOPS; HIRING PRACTICES; CIVIL SERVICE SYSTEM; HANDICAPPED; RETARDED

The project is designed to develop, test, and demonstrate the implementation and operation of a sheltered work situation in a State civil service system where the less severely mentally and emotionally handicapped people will be rehabilitated through training and employment in a specific job. This would allow their absorption into a regular work setting in the State civil service system, where they would receive the same wages and privileges as the nonhandicapped. The grantee will take steps to stabilize and make permanent these procedures and methods in the State system and provide a model for replication by other State and Federal agencies.

The grantee will arrange with other State agencies to conduct the project and will use the hire first/train later concept. As the clients develop skills in the jobs they are trained for, they will continue to work for the same agency or will be filtered out to similar jobs with other State agencies. All participants will be hired as permanent employees, classified as trainees, paid at the minimum wage during the trainee period, and eventually transferred to the classification and wages for which they are trained. A commitment will be required from participating agencies to provide permanent positions for the individual at the end of the training period.

PROJECT SKILL

Saul Parker, Richard F. McAllister, and David Touch
June 1975

Report Descriptors: HANDICAPPED; RETARDED; STATE AND LOCAL GOVERNMENTS; FILMS
MA AVAILABLE ON LOAN FOR 1 WEEK AT A TIME.
National Audiovisual Center

FIRST YEAR REPORT ON PROJECT SKILL: DEMONSTRATION PROJECT ON EMPLOYMENT OF HANDICAPPED PERSONS IN STATE CIVIL SERVICE POSITIONS
April 1975

Report Descriptors: EMPLOYER ATTITUDES; INSTITUTIONAL CHANGE; ON-THE-JOB TRAINING (OJT); SHELTERED WORKSHOPS; HIRING PRACTICES; CIVIL SERVICE SYSTEM; HANDICAPPED; RETARDED

NTIS PB241238/AS

4-035 Feasibility Study for Research on Public Utility Internal Labor Market

CARNEGIE-MELLON UNIVERSITY
PITTSBURGH, PA.

Grant 92-42-72-34
Project completed fiscal year 1973

Dr. Myron L. Joseph
January 1973

Report Descriptors: PUBLIC UTILITIES; INTERNAL LABOR MARKETS; UPGRADING; FEASIBILITY STUDY; INDUSTRY PRACTICES; LITERATURE REVIEW

4-036* The Integration of Females into Male-Oriented Jobs: Experiences of Certain Public Utility Companies

UNIVERSITY OF SOUTH FLORIDA
TAMPA, FLA.

Dr. Herbert H. Meyer

Grant 21-12-75-18
Project still in progress

Descriptors: INTERNAL LABOR MARKETS; PUBLIC UTILITIES; UPGRADING; OCCUPATIONAL MOBILITY; WOMEN

The purpose of the study is to develop information and analyze the status of the integration of women into "male-oriented" jobs. Seven utility companies will be chosen for the project. Data will be gathered from their records and from interviews with their personnel. Interviewees will include women in "male-oriented" jobs, their coworkers, subordinates, and managerial personnel. Conclusions will be drawn regarding success and regarding tactics that might improve upward mobility of women and throw light on the workings of the internal labor market.

4-037* Internal and External Labor Markets: An Analysis of Manpower Utilization

UNIVERSITY OF MARYLAND
COLLEGE PARK, MD.

Dr. Bradley R. Schiller, Department of Economics

Grant 21-24-74-26
Project still in progress

Descriptors: INTERFIRM MOBILITY; INTERNAL LABOR MARKET; RETIREMENT; OLDER WORKERS; PENSIONS; JOB

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

OPPORTUNITIES IN THE BUSINESS SECTOR (JOBS); INDUSTRIAL MOBILITY

The objectives of this study are to examine the impact of pension plans of the Nation's largest employers on interfirm and interindustry mobility.

The study is also looking at mobility patterns of older workers and the mobility patterns and wages of JOBS and institutional MDTA graduates.

Data sources are the Social Security Administration's Continuous Work History Sample (CWHS) files, as well as data prepared by the Labor Department's Labor-Management Services Administration and Bureau of Labor Statistics.

4-038* A LONGITUDINAL STUDY OF EMPLOYEE PARTICIPATION IN JOB STRUCTURING

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH

Dr. Edward E. Lawler III, Institute for Social Research

Grant 21-26-74-16
Project still in progress

Descriptors: MANAGEMENT-WORKER COLLABORATION IN JOB STRUCTURING; LONGITUDINAL SURVEYS; QUALITY OF EMPLOYMENT; LIFESTYLES; WORKER PARTICIPATION IN MANAGEMENT; WORK ATTITUDES; JOB SATISFACTION; JOB STRUCTURE; ABSENTEEISM

This study will examine the consequences of behavioral science interventions intended to improve the quality of work at a newly opened medical supply manufacturing plant. The interventions, provided under another grant to the Human Interaction Research Institute, will be focused on employee participation in determination of job structure and work environment.

The level of work satisfaction, productivity, absenteeism, and other indicators of the quality of work will be compared with data at another plant manufacturing the same products. Changes during the study will also be examined. Furthermore, the study will examine the adaptation of workers to the work environment and the impact of participative decisionmaking on employee community roles and orientation toward life.

4-039* PERMANENT PART-TIME EMPLOYMENT: AN EXPLORATORY ANALYSIS OF EMPLOYER-LEVEL ISSUES

GEORGETOWN UNIVERSITY
WASHINGTON, D.C.

Dr. Stanley D. Nollen and Brenda B. Eddy

Grant 21-11-75-16
Project still in progress

Descriptors: MANPOWER UTILIZATION; LABOR MARKET BEHAVIOR; LABOR DEMAND; EMPLOYMENT PATTERNS; PART-TIME EMPLOYMENT; EMPLOYER MANPOWER PRACTICES AND POLICIES; DISTRICT OF COLUMBIA

The objective of the proposed research is to make an exploratory assessment of the employer-level issues affecting the provision of permanent part-time employment—to identify the issues, clarify their relative importance, and suggest further research inquiries.

The study will consist of a review of the available literature on permanent part-time work, an indepth investigation of the experiences of a small number of individuals and organizations that have been innovators in the field, and personal and telephone interviews with staff of 50 to 75 organizations that are currently employing permanent part-time workers or have considered and rejected this option.

4-040* PILOT MANPOWER TRAINING ADVISORY SERVICE FOR EMPLOYERS

UTAH STATE UNIVERSITY
LOGAN, UTAH

Dr. Gary B. Hansen

Grant 92-49-72-24
Project still in progress

Descriptors: COST EFFECTIVENESS; PRODUCTIVITY; ATTITUDES; ORGANIZATIONAL STRUCTURE; INTERNAL LABOR MARKET; EMPLOYER MANPOWER PLANNING; JOB PERFORMANCE; UPGRADING; EMPLOYER SERVICES; UTAH

The work undertaken in this project is part of an overall R&D effort to see whether the position of the employed work force can be enhanced by stimulating employer application of better manpower development and utilization practices. Specifically, this project has been exploring the question of whether employers perceive a need for and will pay for diagnostic and advisory manpower management assistance from a small staff under the auspices of a university.

During the first year, the grantee set up a broad-based advisory council whose function was to aid the project in acquiring initial legitimacy and acceptance within the employer community. It also established working relationships with approximately 20 small- and medium-sized firms, representing a variety of industrial/occupational characteristics.

During the second year, the grantee analyzed various manpower management practices and provided free advice on ways of improving them; tested and refined selection criteria to identify the types of firms and manpower management problems that are appropriate targets for project services and offer the opportunity for experiences that can be generalized; and designed evaluation instruments for measuring the impact of project interventions upon the work forces of employer clients.

During the final year of work, the grantee will seek to determine the value of project services as reflected in the willingness of employers to pay for such services.

4-041 Services at the Workplace: An Analysis of Experience and an Assessment of Feasibility

CENTER FOR RESEARCH ON THE ACTS OF MAN
PHILADELPHIA, PA.

Grant 21-42-73-07
Project completed fiscal year 1974

THE WORKPLACE REACHES OUT

VOL. 1

Dr. Samuel Z. Klausner, Dr. Robert H. Edelstein, and Dr. William Gomberg
January 1974

Report Descriptors: FRINGE BENEFITS; INDUSTRIAL MANAGEMENT; JOB SATISFACTION; CHILD DAY CARE; HEALTH; ECONOMIC ANALYSIS AND ECONOMETRICS; PENNSYLVANIA, DELAWARE VALLEY; LITERATURE REVIEW

NTIS PB236186/AS

VOL. 2

Dr. Samuel Z. Klausner, Dr. Robert H. Edelstein, and Dr. William Gomberg
January 1974

Report Descriptors: METHODOLOGY; JOB SATISFACTION; PENNSYLVANIA, DELAWARE VALLEY; BIBLIOGRAPHIES; LITERATURE REVIEW

NTIS PB236187/AS

4-042 A Study of Private Pension Plan Provisions Giving Rise to Involuntary Retirements

BUREAU OF LABOR STATISTICS
WASHINGTON, D.C.

Contract 81-11-71-16
Project completed fiscal year 1974

PENSION PROVISIONS AFFECTING THE EMPLOYMENT OF OLDER WORKERS

Harry E. Davis
April 1973

Report Descriptors: PENSIONS; RETIREMENT; OLDER WORKERS; AGE DISCRIMINATION IN EMPLOYMENT ACT; LABOR FORCE PARTICIPATION; TRANSITION FROM WORK TO RETIREMENT; WELFARE AND PENSION PLANS DISCLOSURE ACT
Monthly Labor Review, April 1973, pp. 41-45.

4-043* Study of Public Utility Internal Labor Market

CARNEGIE MELLON UNIVERSITY
PITTSBURGH, PA.

Dr. Myron L. Joseph

Grant 21-42-73-43
Project still in progress

Descriptors: INTERNAL LABOR MARKET; LABOR MARKET INFORMATION; PUBLIC UTILITIES; UPGRADING; OCCUPATIONAL MOBILITY; MINORITIES; RECRUITMENT

This project—the outgrowth of a feasibility study (grant 92-42-72-34)—examines: (1) The effects of the employment policies of a public utility on the composition and advancement of different groups in its work force; and (2) the firm's recruiting practices and its internal labor market.

Data for the study come from: (1) Interviews with company personnel and industrial relations officials; and (2) the files of job applicants and the records of the personnel, payroll, and industrial relations sections.

4-044 Supplemental Uses of the Workplace

HUNTER COLLEGE OF THE CITY UNIVERSITY OF NEW YORK
NEW YORK, N.Y.

Grant 21-36-73-08
Project completed fiscal year 1974

NOT FOR WORK ALONE: SERVICES AT THE WORKPLACE

Dr. Hans B. C. Spiegel
February 1974

Report Descriptors: WORK ENVIRONMENT; WORKING CONDITIONS; WORKER PARTICIPATION IN MANAGEMENT; COLLECTIVE BARGAINING; COOPERATIVES; WORK ETHIC; MEANING OF WORK; WORK ATTITUDES; UNION ATTITUDES; FRINGE BENEFITS; JOB SATISFACTION; UNION MANPOWER PRACTICES; SERVICES TO WORKERS; LABOR-MANAGEMENT CONSORTIA

NTIS PB231307/AS

4-045* Survey of Training in Industry

BUREAU OF LABOR STATISTICS

Neal H. Rosenthal

Contract 20-11-74-16 (formerly 81-09-70-19)
Project still in progress

Descriptors: UPGRADING; PRIVATE INDUSTRY; METALWORKING INDUSTRY; ON-THE-JOB TRAINING (OJT)

In this survey, BLS is attempting to collect data on enrollments and completions of entry level and upgrading training in the private sector. The project is building on a completed pilot study which concluded that data on employer-sponsored training could be successfully collected in a mail survey.

Selected metalworking industries are being surveyed to collect information on: (1) Length of training period; (2)

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*Ongoing project—final report not yet available.
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

reasons industry conducts occupational training; (3) how employees are selected for training; (4) job skills taught; and (5) for firms not engaged in training activity, reasons establishments did not train their work force. Approximately 5,000 firms, selected from the files of the State unemployment insurance agencies, are included in the survey.

4-046* Wage Versus Job Competition

MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASS.

Dr. Lester C. Thurow, Alfred P. Sloan School of Management

Grant 21-25-73-36
Project still in progress

Descriptors: ECONOMIC ANALYSIS AND ECONOMETRICS; HUMAN RESOURCE DEVELOPMENT POLICY; HIRING PRACTICES; RETURNS ON EDUCATIONAL INVESTMENT; ON-THE-JOB TRAINING (OJT)

The investigator argues that, in addition to wage competition, the economy is characterized by job competition in which workers' background characteristics are used by employers to select workers and to predict potential success on the job and extent of training needed.

The preliminary findings outline the model of job competition, offer an alternative theory of sex and race discrimination, and raise serious questions as to the value of manpower training and other forms of human capital investment.

The author is examining data from the Current Population Surveys and the census to determine how different types of education and manpower training programs affect the distribution of earnings in areas characterized by job competition.

4D. WORKER ATTITUDES

4-047* Effectiveness in Work Roles

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Dr. Stanley E. Seashore and Dr. Robert P. Quinn, Institute of Social Research

Grant 92-26-72-35
Project still in progress

Descriptors: WORK ENVIRONMENT; LIFESTYLES; WORK ROLES; WORK ATTITUDES; HEALTH AND SAFETY ATTITUDES; JOB SATISFACTION; QUALITY OF EMPLOYMENT; WORK INCENTIVES; PRODUCTIVITY; WORKING CONDITIONS; SOCIAL INDICATORS; LONGITUDINAL SURVEYS; MEANING OF WORK

This is an investigation of the relationships between working conditions and measures of effectiveness in the performance of work roles as viewed from the perspective of the employee, the employer, and society. The study will develop improved models and operational procedures for measuring working conditions, investigate some of the personal and situational factors that limit the association between working conditions and effectiveness and compare alternative measurement techniques. The second longitudinal phase will examine the cause-effect relationship between working conditions and worker attitudes, performance, absenteeism, turnover, and community involvements.

Interviews and observations have been completed for 651 employees in five different employing organizations. Data are obtained through direct observation, employee interviews, and supervisor interviews. The second phase will collect similar data on 300 of the same workers about 19 months subsequent to the original data collection.

The attempt to use observational techniques to assess working conditions proved to be successful for some dimensions and promises to be an attractive complement to interviewing. The Quality of Employment Indicator, developed in another study to measure working conditions, is a strong predictor of job satisfaction but varies in its ability to predict 10 other criteria of effectiveness such as work-related illness, turnover, performance, self-esteem, and life satisfaction.

JOB SATISFACTION: IS THERE A TREND?

Dr. Robert P. Quinn, Graham L. Staines, and Margaret R. McCullough
1974

Report Descriptors: WORK ATTITUDES; JOB SATISFACTION; QUALITY OF EMPLOYMENT; MEANING OF WORK; LITERATURE REVIEW
MA
GPO MANPOWER RESEARCH MONOGRAPH NO. 30

VALIDATING QUALITY OF EMPLOYMENT INDICATORS- REPORT NO. 1

Cortlandt Cammann, Dr. Robert P. Quinn, Terry A. Beehr and Nina Gupta
May 1975

Report Descriptors: SOCIAL INDICATORS; WORK ENVIRONMENT; WORK ATTITUDES; HEALTH AND SAFETY ATTITUDES; JOB SATISFACTION; QUALITY OF EMPLOYMENT; WORK INCENTIVES; PRODUCTIVITY; WORKING CONDITIONS; MEANING OF WORK

NTIS

MEASURING WORKING CONDITIONS THROUGH STANDARDIZED ON-THE-JOB OBSERVATIONS- REPORT NO. 2

David A. Nadler and G. Douglas Jenkins, Jr.
May 1975

Report Descriptors: METHODOLOGY; WORKING CONDITIONS; QUALITY OF EMPLOYMENT; WORK ENVIRONMENT; PRODUCTIVITY

NTIS

GPO —report is available from Government Printing Office.
MA —report is available from Manpower Administration.
See page iii for further information about ordering reports.

4-048* EMPLOYEE PARTICIPATION IN PAY PLAN DEVELOPMENT

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH

Dr. Edward E. Lawler III, Institute for Social Research

Grant 21-26-74-13
Project still in progress

Descriptors: WORK INCENTIVES; JOB RETENTION; JOB SATISFACTION; WORK ATTITUDES; WAGES; INCENTIVES; WORKER PARTICIPATION IN MANAGEMENT; PRODUCTIVITY

This experimental and demonstration study is investigating the effects of having the employees decide upon the method and amount of compensation.

The study is being undertaken in a small, four-division manufacturing firm. Measures of production, job satisfaction, absenteeism, and turnover will be investigated before and after installation of the payment plan. (Initial plans to have control groups were abandoned after all divisions expressed a desire to participate.)

Employees have responded favorably to the opportunity to establish their own compensation system and have also undertaken to set their own rates and develop an incentive plan.

4-049 ORGANIZATIONAL EXPERIENCES AND THEIR EFFECTS ON THE ATTITUDES OF EMPLOYEES, INCLUDING THE DISADVANTAGED

AMERICAN JEWISH COMMITTEE
NEW YORK, N.Y.

Grant 92-36-72-23
Project completed fiscal year 1974

THE EFFECTS OF ORGANIZATIONAL EXPERIENCES ON EMPLOYEE ATTITUDES TOWARD WORK: A REVIEW OF RECENT R&D SPONSORED RESEARCH

Dr. Jules Cohn
April 1974

Report Descriptors: ORGANIZATIONAL ENVIRONMENT; JOB SATISFACTION; WORK ATTITUDES; MOTIVATION; MEANING OF WORK; LIFESTYLES; ETHNIC GROUPS; MINORITIES; STATE-OF-THE-ART PAPERS

NTIS PB231047/AS

4-050* REFINEMENT AND VALIDATION OF AN INSTRUMENT FOR DIAGNOSING JOBS AND THEIR EFFECTS ON EMPLOYEES

YALE UNIVERSITY
NEW HAVEN, CONN

Dr. J. Richard Hackman, Department of Administrative Sciences

Grant 21-09-74-14
Project still in progress

Descriptors: QUALITY OF EMPLOYMENT; JOB SATISFACTION; JOB RESTRUCTURING; TESTING; WORK ATTITUDES; MEANING OF WORK; JOB ENRICHMENT

This study continues the development of measurement instruments which can be used to test hypotheses about the effects of job enrichment on employee attitudes and to assess the effectiveness of various strategies for improving the quality of employment. The measures will assess both the characteristics of the job and individual differences among workers concerning the particular work elements they find rewarding.

Traditional test development procedures will be used to establish reliability and validity. A user's manual is to be developed. Work redesign interventions at two or more organizations will provide an opportunity to demonstrate the practical uses of the instruments and will provide information about the consequences of various work redesign strategies.

A NEW STRATEGY FOR JOB ENRICHMENT

Dr. J. Richard Hackman, Dr. Greg R. Oldham, Robert Janson and Kenneth Purdy
May 1974

Report Descriptors: JOB ENRICHMENT; JOB RESTRUCTURING; QUALITY OF EMPLOYMENT; INSTITUTIONAL CHANGE; WORK ATTITUDES; PRODUCTIVITY; JOB SATISFACTION

NTIS AD779827/AS
Available from Department of Administrative Sciences, Yale University, New Haven, Conn. 06520 (free)

ON THE COMING DEMISE OF JOB ENRICHMENT

December 1974

Report Descriptors: JOB ENRICHMENT; JOB RESTRUCTURING; QUALITY OF EMPLOYMENT; WORK ATTITUDES; INSTITUTIONAL CHANGE; PRODUCTIVITY; JOB SATISFACTION

NTIS PB240881/AS
Available from Department of Administrative Sciences, Yale University, New Haven, Conn. 06520 (free)

THE JOB DIAGNOSTIC SURVEY: AN INSTRUMENT FOR THE DIAGNOSIS OF JOBS AND THE EVALUATION OF JOB REDESIGN PROJECTS

Dr. J. Richard Hackman and Dr. Greg R. Oldham
May 1974

Report Descriptors: JOB ENRICHMENT; JOB RESTRUCTURING; QUALITY OF EMPLOYMENT; JOB ANALYSIS; PRODUCTIVITY; WORK ATTITUDES; JOB SATISFACTION; TESTING

NTIS AD779828/AS
Available from Department of Administrative Sciences, Yale University, New Haven, Conn. 06520 (free).

A FAILURE OF JOB ENRICHMENT: THE CASE OF THE CHANGETHAT WASN'T

Linda L. Frank and Dr. J. Richard Hackman
March 1975

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

Report Descriptors: JOB ENRICHMENT; JOB RESTRUCTURING; QUALITY OF EMPLOYMENT; INSTITUTIONAL CHANGE; WORK ATTITUDES; JOB SATISFACTION

NTIS
Available from Department of Administrative Sciences, Yale University, New Haven, Conn. 06520 (free).

MOTIVATION THROUGH THE DESIGN OF WORK: A TEST OF A THEORY

Dr. J. Richard Hackman and Dr. Greg R. Oldham
December 1974

Report Descriptors: JOB ENRICHMENT; JOB RESTRUCTURING; QUALITY OF EMPLOYMENT; INSTITUTIONAL CHANGE; PRODUCTIVITY; WORK ATTITUDES; MOTIVATION

NTIS AD/A009331/AS
Available from Department of Administrative Sciences, Yale University, New Haven, Conn. 06520 (free).

4-051 Research, Intervention, and Experience in Enhancing the Quality of Work Life

UNIVERSITY OF CALIFORNIA, LOS ANGELES
LOS ANGELES, CALIF.

Contract 81-06-72-09
Project completed fiscal year 1974

THE QUALITY OF WORKING LIFE: AN ANNOTATED BIBLIOGRAPHY

James C. Taylor with J. Landy, M. Levine, and D. R. Kamath
1973

Report Descriptors: JOB STRUCTURE; MANAGEMENT-WORKER COLLABORATION IN JOB STRUCTURING; QUALITY OF EMPLOYMENT; WORK ATTITUDES; ORGANIZATIONAL ENVIRONMENT; LIFESTYLES; ASPIRATIONS; ORGANIZATIONAL STRUCTURE; BIBLIOGRAPHIES

NTIS PB218380/AS
MA

CONCEPTS AND PROBLEMS IN STUDIES OF THE QUALITY OF WORKING LIFE

James C. Taylor
December 1973

Report Descriptors: JOB STRUCTURE; MANAGEMENT-WORKER COLLABORATION IN JOB STRUCTURING; QUALITY OF EMPLOYMENT; WORK ATTITUDES; ORGANIZATIONAL ENVIRONMENT; LIFESTYLES; ASPIRATIONS; ORGANIZATIONAL STRUCTURE; STATE-OF-THE-ART PAPERS

NTIS PB229908/AS
MA

4-052 A Study of Black Male Professionals in Industry

RECRUITING MANAGEMENT CONSULTANTS, INC.
NEW YORK, N.Y.

Contract 81-36-71-07
Project completed fiscal year 1973

Evelyn S. Freeman
March 1973

Report Descriptors: BLACKS; MEN; PROFESSIONALS; PRIVATE INDUSTRY; INDUSTRY PRACTICES; UPGRADING; JOB SATISFACTION; OCCUPATIONAL MOBILITY; WORK ATTITUDES; LITERATURE REVIEW

NTIS PB218832/AS
MA

A STUDY OF BLACK MALE PROFESSIONALS IN INDUSTRY—MANPOWER RESEARCH MONOGRAPH NO. 26

Dr. Theresa R. Shapiro
January 1973

Report Descriptors: BLACKS; MEN; PROFESSIONALS; PRIVATE INDUSTRY; INDUSTRY PRACTICES; UPGRADING; JOB SATISFACTION; OCCUPATIONAL MOBILITY; WORK ATTITUDES; SOUTHERN STATES
GPO

4-053 The Work Attitudes and Early Occupational Experience of Young Men—Analysis Based on a Four Year Longitudinal Study

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Contract 81-26-72-05
Project completed fiscal year 1974

THE TRANSITION FROM HIGH SCHOOL TO WORK: THE WORK ATTITUDES AND EARLY OCCUPATIONAL EXPERIENCE OF YOUNG MEN

Jerome Johnston and Dr. Jerald G. Bachman
November 1973

Report Descriptors: WORK ATTITUDES; ATTAINMENT; JOB SATISFACTION; LONGITUDINAL SURVEYS; TRANSITION FROM SCHOOL TO WORK; LABOR FORCE BEHAVIOR; YOUNG MEN; LABOR MARKET BEHAVIOR; YOUTH IN TRANSITION PROJECT; ATTITUDES

NTIS PB225938/AS

4-054* Work Attitudes and Labor Market Experience: A Longitudinal Study of Four Sex-Age Cohorts

TEMPLE UNIVERSITY
PHILADELPHIA, PA.

Dr. Paul Andrisani

Grant 21-42-75-06
Project still in progress

Descriptors: NATIONAL LONGITUDINAL SURVEYS; WORK ATTITUDES; JOB SATISFACTION; WORK ETHIC; CAREER

GPO—report is available from Government Printing Office.
MA—report is available from Manpower Administration.
See page iii for further information about ordering reports.

PATTERNS, EARNINGS, MOTIVATION, MEANING OF WORK, LABOR MARKET BEHAVIOR, TURNOVER, LABOR MOBILITY

The purpose of this study will be to utilize the available National Longitudinal Survey data on four age-sex cohorts to examine the relationship of work attitudes, especially work satisfaction, to demographic, economic, and behavioral variables. The analysis will be done from the following four perspectives: (1) Group differences with respect to work-related attitudes, including differences in trends, (2) the relationship of work attitudes to subsequent labor market behavior; (3) the way in which work attitudes respond to changes in labor market experience; and (4) the meaning of work to the worker, especially the dissatisfied and powerless.

Multivariate analysis techniques will be used to control for alternative explanatory variables.

4-055 WORKERS' BUREAUCRATIC PREDISPOSITIONS AND JOB REQUIREMENTS

CENTER FOR POLICY RESEARCH, INC.
NEW YORK, N.Y.

Contract 81-34-70-04
Project completed fiscal year 1973

Amitai Etzioni, Sally Hillsman Baker, Richard A. Hansen, and Marvin Sontag
October 1972

Report Descriptors: BUREAUCRACY, ORGANIZATIONAL STRUCTURE, WORK ETHIC, *ADJUSTMENT, TESTING, OCCUPATIONAL CHOICE, LOW INCOME, WORK ATTITUDES, JOB SATISFACTION

NTIS PB220828/AS
ERIC ed 075677

4-056 YOUTH AND THE MEANING OF WORK

PENNSYLVANIA STATE UNIVERSITY
UNIVERSITY PARK, PA.
AND
UNIVERSITY OF HOUSTON
HOUSTON, TEX.

Dr. David Gottlieb, Sociology Department, University of Houston

Contract 81-11-72-04
Project completed fiscal year 1975

Descriptors: COLLEGE GRADUATES, EDUCATIONAL ASPIRATIONS, WORK ATTITUDES, JOB SATISFACTION, VOCATIONAL GUIDANCE, JOB SEARCH, EDUCATION EFFECT ON CAREER PATTERNS, LIFESTYLES, LABOR FORCE BEHAVIOR

This project surveyed a sample of 1,860 graduates of five Pennsylvania colleges a year after graduation to ascertain changes in the attitudes and perceptions about work they expressed as college seniors during a previous survey. It examined the relationship between their earlier expectations and their current work or school status to identify those in-college variables which appear to be most predictive of postcollege career-related behavior.

The findings showed that most of the college graduates were either working full time or attending graduate/professional schools. Among those who sought full-time employment, the majority were able to obtain some type of full-time work, but many were unable to get jobs directly related to their fields of study. The majority of those who were employed felt that their current jobs did not offer definite long-range career opportunities and that they would need additional formal education to meet their ultimate career expectations. Large numbers of the employed graduates were unprepared for the realities of the job market.

Comparisons of those attending graduate school and those employed full time showed that graduate students anticipate higher salaries and expect to hold positions of greater status than those employed full time. The graduate students were more concerned about securing meaningful, challenging work, while the employed were more concerned with matters of income and job security.

Three variables—sex, socioeconomic status, and race—are extremely powerful predictors of what happens to college graduates once they leave college. They are also salient variables in accounting for variations in postcollege attitudes, values, and career-related experiences.

INSTITUTE FOR THE STUDY OF HUMAN DEVELOPMENT, CENTER FOR YOUTH STUDIES AND SOCIAL POLICY, REPORT NO. 3
February 1973

NTIS PB217360/AS
MA
GPO MANPOWER R&D MONOGRAPH NO. 32, 1974

YOUTH AND THE MEANING OF WORK, PART II
March 1974

NTIS PB241474/AS

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*Ongoing project—final report not yet available.
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

5. MANPOWER, ECONOMIC, AND SOCIAL POLICIES

5-001* ASSESSING THE IMPACT OF HUMAN RESOURCES DEVELOPMENT POLICIES ON GEOGRAPHIC MOBILITY

THE RAND CORPORATION
SANTA MONICA, CALIF.

Dr. Julie DaVanzo

Grant 21-06-73-50
Project still in progress

Descriptors: NATIONAL LONGITUDINAL SURVEYS; GEOGRAPHIC MOBILITY; MIGRATION; FAMILIES; HUMAN RESOURCE DEVELOPMENT POLICY

This project will assess the effects of alternative human resource development policies on the volume, direction, and demographic composition of U.S. interregional migration flows. From the study, recommendations concerning new human resource migration policies will be made.

The project will depart from previous research by studying migration patterns of families rather than of individuals and will utilize data from two sources: (1) The University of Michigan Income Dynamics Panel and (2) The Ohio State University National Longitudinal Surveys.

5-002* COOPERATIVE PLANNING TO IMPROVE OCCUPATIONAL REGULATION

EDUCATIONAL TESTING SERVICE
PRINCETON, N.J.

Dr. Benjamin Shimberg

Grant 21-34-75-12
Project still in progress

Descriptors: OCCUPATIONAL LICENSING; CONFERENCES; FEASIBILITY STUDY; STATE AND LOCAL GOVERNMENTS; ORGANIZATIONA STRUCTURE; GOVERNMENT POLICIES

The object of this feasibility study is to identify critical problem areas where State licensing activities pose barriers to employment and worker mobility and to explore ways of improving licensing standards and practices through cooperative State action.

A series of regional workshops will be held with State legislators, administrators, and other State-level officials concerned with licensing to identify critical issues involved in regulatory policymaking and administration and to obtain State support and cooperation in a number of licensing reform areas. Topics to be discussed at these workshops and during personal interviews with State officials and representatives of national professional and occupational organizations include entry requirements, policies regarding out-of-State applicants, accountability of licensing boards, due process, and licensing examination procedures.

5-003* AN ECONOMIC ANALYSIS OF OCCUPATIONAL LICENSURE

UNIVERSITY OF RHODE ISLAND
KINGSTON, R.I.

Dr. Elton Rayack, Professor of Economics

Grant 21-44-75-08
Project still in progress

Descriptors: OCCUPATIONAL LICENSING; LABOR MOBILITY; SKILLED WORKERS; ECONOMIC ANALYSIS AND ECONOMETRICS; RHODE ISLAND; CONNECTICUT; MASSACHUSETTS

This research study will analyze the detailed provisions of licensing legislation in three States, focusing primarily on the origin of the legislation, its changes over time, and the composition and powers of licensing boards. This analysis will attempt to assess the impact of special interests, consumer interests, and economic factors that gave rise to the legislation and how they were articulated in specific provisions.

The second, and major, part of the study will be an empirical analysis of the economic impact of licensure that will include suggestions for modification of existing programs and an evaluation of possible alternatives to existing licensure mechanisms. The investigator intends to correlate failure rates on licensure examinations with fluctuations in the general level of employment and other labor market factors, to assess the relative significance of different causes of applicant failures other than examination results, to identify those occupations where the entry barriers are greatest, and to determine to what extent there are wage rate or income differentials within occupations between States where the occupation is licensed and where it is not licensed.

5-004 EFFECTS OF MILITARY EXPERIENCE ON PROJECT 100,000 MEN

U.S. DEPARTMENT OF DEFENSE
WASHINGTON, D.C.

Contract 81-09-69-23
Project completed fiscal year 1974

THE IMPACT OF MILITARY SERVICE ON LOW-APTITUDE MEN
February 1974
NTIS AD785383/AS
Report MR 74-2, AFHRL TR 74-75, Air Force Human Resources Laboratory, Lackland AFB, Tex. 78236

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

5-005 THE EMPLOYMENT IMPACT OF MULTINATIONAL CORPORATIONS

INSTITUTE OF PUBLIC ADMINISTRATION
NEW YORK CITY, N.Y.

Alan L. Madian

Grant 92-36-72-28
Project completed fiscal year 1975

Descriptors: CORPORATIONS; FOREIGN TRADE AND INVESTMENTS; ECONOMIC ANALYSIS AND ECONOMETRICS; EMPLOYMENT OPPORTUNITIES; STATE-OF-THE-ART PAPERS; UNEMPLOYMENT; TRADE ADJUSTMENT ASSISTANCE

This is a state-of-the-art study designed to summarize available information and sources of more information on the U.S. employment impact of multinational corporations and international trade.

The research method included: (1) Reviewing available econometric models and data sources of potential use in assessing the effect of multinational companies on domestic employment; (2) preparing an analysis of the empirical findings and theoretical issues which characterize studies of the employment impact of foreign direct investment activities; and (3) providing summaries of some of the principal studies and reports.

Besides providing detailed background information on the state of the art, statistical analyses by IPA revealed two major findings: (1) The industries in which foreign employment was greatest as a proportion of domestic employment were those that were experiencing the greatest domestic growth; and (2) Nonmultinational manufacturing firms appear to have a better record of import generation than multinational firms.

IPA recommends further research in areas such as: (1) Developing appropriate models to provide more precise estimates of the impact of foreign direct investments on U.S. employment in both qualitative and quantitative terms; (2) distinguishing cyclical effects from those resulting from multinational corporations' activities; and (3) testing to see whether relationships have changed in the postdevaluation period.

A limited number of copies of the reports listed below are available from the U.S. Department of Labor, Manpower Administration, Office of Research and Development, 601 D Street NW., Room 9112, Washington, D.C. 20213
September 1974

A SURVEY OF POTENTIALLY USEFUL DATA SOURCES FOR ASSESSING MANPOWER IMPACTS OF THE OPERATIONS OF MULTINATIONAL CORPORATIONS

Hanan Tell
June 1974

Report Descriptors: EMPLOYMENT PATTERNS; LABOR MARKET INFORMATION; INTERNATIONAL MANPOWER; FOREIGN TRADE AND INVESTMENTS; CORPORATIONS; DATA SOURCES AND USE

A SURVEY OF ECONOMETRIC MODELS OF POTENTIAL USE IN ASSESSING MANPOWER IMPACTS OF MULTINATIONAL COMPANY OPERATIONS

Edwin S. Rubenstein
October 1972

Report Descriptors: ECONOMIC ANALYSIS AND ECONOMETRICS; FOREIGN TRADE AND INVESTMENTS; CORPORATIONS; LITERATURE REVIEW

Dr. Shafik Youssef, Edwin S. Rubenstein, and Hanan Tell
January 1974

Report Descriptors: CORPORATIONS; FOREIGN TRADE AND INVESTMENTS; LITERATURE REVIEW; STATE-OF-THE-ART PAPERS
MA OFFICE OF MANPOWER RESEARCH AND DEVELOPMENT, ROOM 9112, 601 D ST. NW., WASHINGTON, D.C. 20213.
COPIES LIMITED
January 1974

Report Descriptors: ECONOMIC ANALYSIS AND ECONOMETRICS; FOREIGN TRADE AND INVESTMENTS; CORPORATIONS; EMPLOYMENT PATTERNS; STATE-OF-THE-ART PAPERS
MA OFFICE OF MANPOWER RESEARCH AND DEVELOPMENT, ROOM 9112, 601 D ST. NW., WASHINGTON D.C. 20213.
COPIES LIMITED

5-006 THE HEALTH-IMPAIRED COAL MINER UNDER THE BLACK LUNG LEGISLATION

LEO KRAMER, INC.
WASHINGTON, D.C.

Contract 82-11-71-32
Project completed fiscal year 1973

Dr. Ewan Clague, Balraj Palli, and Harriette Dorosin
March 1973

Report Descriptors: REHABILITATION; BLACK LUNG BENEFITS ACT (1972); MINING; WORKERS' COMPENSATION LAWS

NTIS PB214542/AS
ERIC ed 074380; Praeger Publishers, New York, N.Y.

5-007* IMPACT OF COURT CASES AND OUT-OF-COURT SETTLEMENTS ON MINORITY EMPLOYMENT

THE UNIVERSITY OF TEXAS
AUSTIN, TEX.

Dr. F. Ray Marshall, Center for the Study of Human Resources

Grant 21-48-74-03
Project still in progress

Descriptors: MINORITIES; DISCRIMINATION; COURT CASES; HIRING PRACTICES; UNION ENTRY; UPGRADING; RECRUITMENT; INDUSTRY PRACTICES; SENIORITY SYSTEMS; UNION MANPOWER PRACTICES

This study assesses the effectiveness of selected court cases and out-of-court settlements on overcoming employment discrimination against minorities. Cases in various industries are selected by issue, with four or five

GPO – report is available from Government Printing Office.
MA – report is available from Manpower Administration.
See page iii for further information about ordering reports.

cases per issue. The issues include: (1) Hiring and union entry; (2) upgrading and seniority systems; (3) job referral procedures; and (4) conditions of employment.

In examining the impact of the decisions, the grantee is considering the direct impact on the individual company affected, the indirect impact on other employers within the industry, and the indirect impact on employers in other industries. Questions such as the following are considered: What has been the impact in terms of income, employment, and changes in institutions such as hiring and promotion systems? Did the case cause basic institutional change or was the effect only of a one-shot nature? What are the effects of various techniques, including injunctions, fines, and trusteeships?

The main source of information is personal interviews with the parties involved in the cases, and there will also be a thorough literature search.

5-008* THE MANPOWER IMPACT OF GOVERNMENT PROGRAMS AND POLICIES

BUREAU OF LABOR STATISTICS
WASHINGTON, D.C.

Ronald E. Kutscher, Division of Economic Growth

Grant 81-11-72-16 (formerly 81-11-71-11)
Project still in progress

Descriptors: GOVERNMENT PROGRAM IMPACT ON MANPOWER; IMPACT OF MANPOWER POLICIES; LABOR DEMAND; LABOR SUPPLY; MANPOWER PROJECTIONS

This study is seeking to develop a system for measuring the manpower consequences of proposed changes in major Federal programs and policies. The study will delineate industry and occupations to identify potential problem areas. A manpower conversion fact book has been developed to measure the manpower impact of specific government programs in both public and private sectors of the economy. The fact book provides the basis for converting expenditures for various types of programs into employment requirements.

The project utilizes the input-output and industry-occupation matrices to develop total employment and occupational requirements by industry associated with government expenditures. These data are incorporated in several program studies, as well as in instructions in the conversion handbook. In addition, approaches for determining the supply of and demand for labor in a major program, have been investigated. As part of the overall project the researcher is examining the effects of alternative assumptions of patterns of energy use on production and employment.

MANPOWER IMPACT OF FEDERAL GOVERNMENT PROGRAMS: SELECTED GRANTS-IN-AID TO STATE AND LOCAL GOVERNMENTS

October 1973

Report Descriptors: GOVERNMENT PROGRAM IMPACT ON MANPOWER; IMPACT OF MANPOWER POLICIES; LABOR DEMAND; LABOR SUPPLY; MANPOWER PROJECTIONS; STATE AND LOCAL GOVERNMENTS
GPO BLS REPORT 424
BLS Regional Offices

EXPENDITURES AND MANPOWER REQUIREMENTS FOR SELECTED FEDERAL PROGRAMS

1975

Report Descriptors: GOVERNMENT PROGRAM IMPACT ON MANPOWER; IMPACT OF MANPOWER POLICIES; LABOR DEMAND; LABOR SUPPLY; MANPOWER PROJECTIONS; HEALTH MANPOWER
GPO NO. 029-001-01386-8
BLS Regional Offices

FACTBOOK FOR ESTIMATING THE MANPOWER NEEDS OF FEDERAL PROGRAMS

1975

Report Descriptors: GOVERNMENT PROGRAM IMPACT ON MANPOWER; IMPACT OF MANPOWER POLICIES; LABOR DEMAND; LABOR SUPPLY; MANPOWER PROJECTIONS
GPO NO. 029-001-01388-4
BLS Regional Offices

5-009 NATIONAL CONFERENCE ON EDUCATIONAL CONSUMER PROTECTION

FEDERAL INTERAGENCY COMMITTEE ON EDUCATION, U.S. OFFICE OF EDUCATION
WASHINGTON, D.C.

John Proffitt

Contract 41-4-001-11
Project completed fiscal year 1975

Descriptors: TRAINING PRACTICES; POST-HIGH SCHOOL TRAINING; CONFERENCES; CONSUMPTION

A National Invitational Conference on Consumer Education Protection to follow up an earlier conference in March 1974 was conducted in the fall of 1974. These conferences were designed to promote model legislation in the States to reduce or eliminate misrepresentation by postsecondary education and training institutions and to provide potential students the assistance of brochures and other guidance materials to help in the selection of institutions and career programs.

The conference was held under the auspices of the Education Commission of the States, in accordance with plans developed under the direction of John Proffitt, Chairman of the Subcommittee on Educational Consumer Protection, Federal Interagency Committee on Education, U.S. Office of Education.

5-010* NEW ESTIMATES OF THE EFFECTS OF FAMILY BACKGROUND, TEST SCORES, PERSONALITY, AND YEARS OF SCHOOLING ON ECONOMIC SUCCESS

CENTER FOR THE STUDY OF PUBLIC POLICY
CAMBRIDGE, MASS.

Dr. Christopher Jencks, Fellow, Center for the Study of Public Policy and Dr. Lee Rainwater, Professor of Sociology, Harvard University

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*Ongoing project — final report not yet available.
Projects completed prior to this year are not described with a narrative.
NTIS — report is available from National Technical Information Service.

Grant 20-11-75-06
Project still in progress

Descriptors: EDUCATION; RETURNS ON EDUCATIONAL INVESTMENT; INCOME; EARNINGS; FAMILIES; MENTAL ABILITY; ATTITUDES; TESTING; STATUS; ECONOMIC STATUS; OCCUPATIONAL STATUS

The project will investigate the role of family background, cognitive skills, personality traits, and exposure to school and college in determining an individual's eventual occupation and income. These issues have been analyzed in the past, but the analyses have suffered from certain limitations. For example, there has been a lack of data on: (1) Degree of economic resemblance among children reared in the same home; (2) relationship between early test scores and adult economic success; and (3) relationship between personality traits prior to school completion and subsequent economic success. The project staff have available to them new data sets—e.g., the NORC Brothers Survey, Project Talent 5-year followup of twins and siblings, and Project Talent 11-year followup survey, which will allow them to deal with these limitations more effectively than before. The project is jointly funded with the National Institute of Education.

5-011 Occupational Education as a Source of Economic Growth

THE CATHOLIC UNIVERSITY OF AMERICA
WASHINGTON, D.C.

Grant 91-11-72-25
Project completed fiscal year 1973

August C. Bolino

Report Descriptors: OCCUPATIONAL TRAINING; EDUCATION EFFECT ON CAREER PATTERNS; ECONOMIC GROWTH

NTIS PB214189/AS

5-012 Occupational Licensing and Public Policy

EDUCATIONAL TESTING SERVICE
PRINCETON, N.J.
AND
MICHIGAN STATE UNIVERSITY
EAST LANSING, MICH.

Contract 81-32-69-03 (Formerly 81-24-68-45)
Project completed fiscal year 1973

Dr. Benjamin Shimberg, Dr. Barbara F. Esser, and Dr. Daniel H. Kruger
October 1972

Report Descriptors: VOCATIONAL EDUCATION; OCCUPATIONAL LICENSING; TESTING; OCCUPATIONAL CHOICE; VOCATIONAL TRAINING; GEOGRAPHIC MOBILITY; OCCUPATIONAL MOBILITY; HEALTH MANPOWER; SERVICE INDUSTRIES; CONSTRUCTION INDUSTRY; SKILLED WORKERS; DISCRIMINATION; STATE-OF-THE-ART PAPERS

NTIS PB213055/AS

Occupational Licensing: Practices and Policies, Public Affairs Press, Washington, D.C., 1973 ($7.50).

5-013 Opening the Skilled Construction Trades to Blacks: A Study of the Washington and Indianapolis Plans for Minority Employment

UNIVERSITY OF PENNSYLVANIA
PHILADELPHIA, PA.

Contract 82-42-71-26
Project completed fiscal year 1973
January 1973

Report Descriptors: SKILLED WORKERS; EMPLOYMENT OPPORTUNITIES; EMPLOYMENT POLICY; MINORITIES; BLACKS; UPGRADING; DISCRIMINATION; CONSTRUCTION INDUSTRY; APPRENTICESHIP; UNION ENTRY; DISTRICT OF COLUMBIA; INDIANA, INDIANAPOLIS

NTIS PB213282/AS

5-014 Population Turnaround in Nonmetropolitan Regions: Its Implications for Manpower and Regional Policies

THE UNIVERSITY OF TEXAS
AUSTIN, TEX.

Grant 92-48-72-06
Project completed fiscal year 1973

Dr. Niles M. Hansen
January 1973

Report Descriptors: POPULATION; REGIONAL PLANNING; LABOR SUPPLY; TURNOVER; NONMETROPOLITAN AREAS; MANPOWER NEEDS; LITERATURE REVIEW

NTIS PB222185/AS

5-015 State Labor Market Research Study: An Econometric Analysis of the Effects of Labor Subsidies

THE URBAN INSTITUTE
WASHINGTON, D.C.

Dr. C. Duncan MacRae

Grant 21-11-74-09
Project completed fiscal year 1975

Descriptors: WAGE SUBSIDIES; LABOR FORCE PARTICIPATION GOVERNMENT POLICIES; ECONOMIC ANALYSIS AND ECONOMETRICS; EMPLOYMENT; JOB CREATION

The objective of this research was to analyze the effects of labor subsidies on a State-by-State basis and hence for the Nation as a whole. The method used was first to translate the subsidy into a shift in the supply of or demand for workers who are eligible for the subsidy and then to simulate with a model of the State labor market the effects of this shift on both eligible and ineligible workers in the State.

The model was estimated with data from the 1970 Census 1-1000 Public Use Sample (CPUS) for 30 States or groups of States. It explains equilibrium wages and employment by primary and secondary workers in eight comprehensive family types, according to the demographic characteristics of the family head. The family types were chosen not on an ad hoc basis but by using a sequential, one-way analysis of variance procedure with CPUS data from California. In addition to the State equilibrium model, a dynamic disequilibrium model of the labor market was developed to explain not only wages and employment but also unemployment and labor force participation.

Simulation studies were made to test market neutrality of two subsidy programs. The first was the Work Bonus Tax Credit, an earnings subsidy proposed by the Senate Finance Committee. The results indicated that the benefits of the subsidy would not be dissipated through higher market wages, nor would nonparticipants be displaced through lower wages. The second study concerned the effects of the Jobs and Income (JOIN) Program, developed by the staff of the Subcommittee on Fiscal Policy of the Joint Economic Committee. It was found that, for a particular scale of benefits, that program too was market neutral.

As a result of work carried out on a diffusion analysis of participation in the Aid to Families with Dependent Children (aFDC) Program, it was concluded that diffusion of information, along with growth in eligibility, has played an important role in explaining the growth of AFDC.

Theoretical analysis, supportive of the econometric model and the subsidy program simulations, was also carried out on the effects of (1) the personal income tax on individual human investment and family labor supply and (2) the payroll tax on individual labor supply.

Dr. C. Duncan MacRae, Dr. Peter M. Greenston, Dale P. Riordan and Linda L. Royster
December 1974

NTIS PB241748/AS

5-016* STATIC AND DYNAMIC LABOR SUPPLY FUNCTIONS AND PUBLIC POLICY MODELS

WASHINGTON UNIVERSITY
ST. LOUIS, MO.

Dr. Edward D. Kalachek, Department of Economics

Grant 21-29-73-49
Project still in progress

Descriptors: LABOR SUPPLY; ECONOMIC ANALYSIS AND ECONOMETRICS; NATIONAL LONGITUDINAL SURVEYS; MANPOWER PROJECTIONS; ECONOMIC POLICY; MODELS

This project proposes to improve methods of labor supply estimation and to construct a framework for using labor supply functions in analysis of public policy problems.

The study will develop and analyze regressions, using cross-sectional labor supply data from the National Longitudinal Surveys, and will develop public policy models for evaluating current social welfare programs and designing new ones.

5-017 A STUDY OF THE EMPLOYMENT IMPACT OF FEDERAL ASSISTANCE PROGRAMS ON MINORITY BUSINESS ENTERPRISE

THE MATCH INSTITUTION
WASHINGTON, D.C.

Contract 82-11-71-16
Project completed fiscal year 1973

A STUDY OF EMPLOYMENT IMPACT OF FEDERAL ASSISTANCE PROGRAMS ON MINORITY BUSINESS ENTERPRISE (FINAL REPORT)

VOL. 1, SBA LOANS AND 8(A) SURVEYS
August 1972

Report Descriptors: IMPACT OF MANPOWER POLICIES; EMPLOYMENT OPPORTUNITIES; OWNERS; MINORITY BUSINESS ENTERPRISE; MINORITIES; FEDERAL FUNDING

VOL. 2, INTENSIVE STUDIES
August 1972

Report Descriptors: IMPACT OF MANPOWER POLICIES; EMPLOYMENT OPPORTUNITIES; OWNERS; MINORITY BUSINESS ENTERPRISE; MINORITIES; FEDERAL FUNDING

VOL. 3, APPENDIXES
August 1972

Report Descriptors: IMPACT OF MANPOWER POLICIES; EMPLOYMENT OPPORTUNITIES; OWNERS; MINORITY BUSINESS ENTERPRISE; MINORITIES; FEDERAL FUNDING

5-018 SYSTEM FOR COLLECTING ADVANCE INFORMATION ON CHARACTER AND EXTENT OF EMPLOYMENT GENERATED BY NEW GOVERNMENT CONTRACTS

NATIONAL PLANNING ASSOCIATION
WASHINGTON, D.C.

Grant 21-11-73-34 (formerly Contract 82-11-71-08)
Project completed fiscal year 1974

Dr. Leonard A. Lecht, Dr. Marc A. Matland, and Richard J. Rosen
June 1974

Report Descriptors: EMPLOYMENT OPPORTUNITIES; FEDERAL GOVERNMENT; FEDERAL FUNDING; GOVERNMENT PROGRAM IMPACT ON MANPOWER; INFORMATION SYSTEMS; LABOR MARKET INFORMATION; COMPREHENSIVE MANPOWER PLANNING; MANPOWER PROJECTIONS
Eric—ed 097485

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

6. SPECIAL MANPOWER RESEARCH GRANTS

To support and complement the Department's research and development programs, special manpower grants are provided to colleges and universities to strengthen the manpower capability of the institutions, their faculties, and their students. Special manpower research grants support three types of projects:

1. Manpower institutional grants to develop new manpower research talent and systematic, long-term programs of research on local and regional manpower problems. (See sec. 6A below for details.)
2. Small grants to universities in support of doctoral dissertation research in the manpower field. (See sec. 6B below.)
3. Small grants to postdoctoral specialists in support of innovative studies and the development of new methods to solve manpower problems or contribute to policy formulation. (See sec. 6C below.)

6A. MANPOWER INSTITUTIONAL GRANTS

In February 1974, the Manpower Institutional Grants (MIG) Program was restructured to assist the Department of Labor in carrying out its responsibilities under the Comprehensive Employment and Training Act of 1973 (CETA). In the past, the program emphasized research and the training of researchers. Its current thrust reflects new needs stemming from the advent of revenue sharing and manpower program decentralization. Grant recipient schools are developing educational programs designed to strengthen the technical skills of State and local manpower agency personnel and create a future source of trained manpower planners, administrators, and evaluators.

The 13 grants, planned for a 4-year period beginning July 1, 1974, include an award in each of the Department's 10 regions of the country and 3 special awards to schools with a significant proportion of black, Spanish American, or American Indian students:

Region I – Boston University, Boston, Mass.
Region II – The State University of New York at Buffalo, Buffalo, N.Y.
Region III – West Virginia University, Morgantown, W. Va.
Region IV – Memphis State University, Memphis, Tenn. (in cooperation with The University of Mississippi, University, Miss.)
Region V – Oakland University, Rochester, Mich.
Region VI – University of Houston, Houston, Tex. (in cooperation with North Texas State University, Denton, Tex.)
Region VII – University of Missouri at Columbia, Columbia, Mo.
Region VIII – University of Utah, Salt Lake City, Utah.
Region IX – San Francisco State University, San Francisco, Calif.
Region X – Oregon State University, Corvallis, Oreg.

Predominantly black student body – North Carolina Agricultural and Technical State University, Greensboro, N.C.

Significant Spanish American enrollment – Pan American University, Edinburg, Tex.

Significant American Indian enrollment – Oklahoma State University, Stillwater, Okla.

MIG universities spent their first grant year developing and introducing core courses for curriculums leading to graduate and undergraduate degrees in the manpower field. Eight of the schools have integrated manpower studies into their existing degree programs by creating areas of concentration in manpower for bachelor's or master's degrees. Specific interdisciplinary manpower degree programs have been established at Oakland University, North Texas State University, and the University of Utah in the form, respectively, of a bachelor's in human resource development, a master's in manpower and industrial relations, and a master's in human resource management. Students in related disciplines may take manpower courses for credit toward their degrees at all MIG universities.

Early curriculum development has ranged from increasing the manpower content of one or more existing courses to adding several new courses tailored to manpower practitioner needs in States and local communities. Six of the schools have introduced courses on human resources planning, development, and utilization; five offer courses on the design, planning, administration, and evaluation of manpower programs; and five have established manpower economics courses. By their titles, such courses as employment policy and planning, manpower theory and practice, public policy and analysis, economics of planning, and labor market analysis provide a further picture of the manpower educational systems being established at each participating school. Manpower courses are offered, both on campus and elsewhere, by eight MIG universities.

Students at 12 MIG universities serve internships of up to 2 semesters with manpower agencies in their regions. The object is to complement the students' academic work with practical experience in manpower program operations.

In addition to developing credit courses and degree programs in the manpower field, the MIG Program has the key goal of providing short-term training to strengthen the capability and expertise of employed manpower practitioners. Through meetings and mail surveys, MIG project staff have assessed the training needs of staff members of CETA prime sponsors and other manpower agencies in their areas and developed training sessions on and off campus specifically for them. In general, these sessions have consisted of workshops, seminars, and conferences. They have dealt with a wide range of topics, including: "Stimulating the Local Economy Through Public Service Employment" (West Virginia University), "Program Evaluation and Management" (University of Houston), "Implementing State and Local Manpower Policy and Service Delivery Strategies" (Oregon State University), and "Labor Market Information and Labor Market Theory" (University of Missouri at Columbia).

To expose manpower agency employees to problem-solving techniques and practical applications of manpower concepts, three schools will conduct institutes in the summer of 1975. Oklahoma State's 2-week institute will focus on American Indian manpower topics. The State University of New York at Buffalo's 2-week on-campus colloquium is designed to provide manpower practitioners in the region with effective problem-solving tools. And at North Texas State University, three 1-week graduate-credit sessions will be built around special educational needs defined by CETA prime sponsor staff who participated in workshops that the University of Houston and North Texas State offered throughout region VI during the first grant year.

6A. MANPOWER INSTITUTIONAL GRANTS

6-001*

BOSTON UNIVERSITY
BOSTON, MASS.

William J. Spring, Director, Regional Institute on Employment, Training, and Labor Market Policy

Grant 31-25-74-01
Project still in progress

Descriptors: CETA SERVICES AND PLANNING; REGIONAL OFFICE OF MANPOWER ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS; CONNECTICUT; MAINE; MASSACHUSETTS; NEW HAMPSHIRE; RHODE ISLAND; VERMONT

6-002*

UNIVERSITY OF HOUSTON
HOUSTON, TEX.
AND
NORTH TEXAS STATE UNIVERSITY
DENTON, TEX.

Dr. J. Earl Williams, Director, Center for Human Resources, University of Houston; Dr. Lewis M. Abernathy, Director, Manpower and Industrial Relations Institute, North Texas State University

Grant 31-48-74-06
Project still in progress

Descriptors: CETA SERVICES AND PLANNING; REGIONAL OFFICE OF MANPOWER ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS; ARKANSAS; LOUISIANA; NEW MEXICO; OKLAHOMA; TEXAS

6-003*

MEMPHIS STATE UNIVERSITY
MEMPHIS, TENN.
AND
THE UNIVERSITY OF MISSISSIPPI
UNIVERSITY, MISS.

Dr. Donald F. Pursell, Director, Center for Manpower Studies, Memphis State University; Dr. Brian Rungeling, Co-Director, Center for Manpower Studies, The University of Mississippi

Grant 31-47-74-04
Project still in progress

Descriptors: CETA SERVICES AND PLANNING; REGIONAL OFFICE OF MANPOWER ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS; ALABAMA; FLORIDA; GEORGIA; KENTUCKY; MISSISSIPPI; NORTH CAROLINA; SOUTH CAROLINA; TENNESSEE

6-004*

UNIVERSITY OF MISSOURI, COLUMBIA
COLUMBIA, MO.

Dr. E. E. Liebhafsky, Director, Manpower Program, College of Arts and Sciences

Grant 31-29-74-07
Project still in progress

Descriptors: CETA SERVICES AND PLANNING; REGIONAL OFFICE OF MANPOWER ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS; IOWA; KANSAS; MISSOURI; NEBRASKA

6-005*

THE STATE UNIVERSITY OF NEW YORK AT BUFFALO
BUFFALO, N.Y.

Dr. Thomas G. Gutteridge, Director, Institute for the Development of Manpower Specialists

Grant 31-36-74-02
Project still in progress

Descriptors: CETA SERVICES AND PLANNING; REGIONAL OFFICE OF MANPOWER ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS; NEW JERSEY; NEW YORK; PUERTO RICO; VIRGIN ISLANDS

6-006*

NORTH CAROLINA AGRICULTURAL AND TECHNICAL STATE UNIVERSITY
GREENSBORO, N.C.

Dr. Howard F. Robinson, Director, Institute for Research in Human Resources

Grant 31-37-74-11
Project still in progress

Descriptors: BLACKS; CETA SERVICES AND PLANNING; REGIONAL OFFICE OF MANPOWER ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS

6-007*

OAKLAND UNIVERSITY
ROCHESTER, MICH.

Dr. William F. Moorhouse, Director, Human Resources Development

Grant 31-26-74-05
Project still in progress

Descriptors: CETA SERVICES AND PLANNING; REGIONAL OFFICE OF MANPOWER ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS; ILLINOIS; INDIANA; MICHIGAN; MINNESOTA; OHIO; WISCONSIN

6-008*

OKLAHOMA STATE UNIVERSITY
STILLWATER, OKLA.

Dr. John C. Shearer, Director, Manpower Research and Training Center

Grant 31-40-74-13
Project still in progress

Descriptors: INDIAN MANPOWER PROGRAMS (CETA); INDIANS; CETA SERVICES AND PLANNING; REGIONAL OFFICE OF MANPOWER ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS

6-009*

OREGON STATE UNIVERSITY
CORVALLIS, OREG.

Dr. Gary W. Sorenson, Director, Manpower Management Program

Grant 31-41-74-10
Project still in progress

Descriptors: CETA SERVICES AND PLANNING; REGIONAL OFFICE OF MANPOWER ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS; ALASKA; IDAHO; OREGON; WASHINGTON

6-010*

PAN AMERICAN UNIVERSITY
EDINBURG, TEX.

Rolando V. Cantu, Director, Manpower Resources Center

Grant 31-48-74-12
Project still in progress

Descriptors: SPANISH-SPEAKING AMERICANS; CETA SERVICES AND PLANNING; REGIONAL OFFICE OF MANPOWER ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS

6-011*

SAN FRANCISCO STATE UNIVERSITY
SAN FRANCISCO, CALIF.

Dr. Curtis C. Aller, Director, Manpower Studies Program

Grant 31-06-74-09
Project still in progress

Descriptors: CETA SERVICES AND PLANNING; REGIONAL OFFICE OF MANPOWER ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS; ARIZONA; CALIFORNIA; HAWAII; NEVADA; AMERICAN SAMOA; TRUST TERRITORY

6-012*

UNIVERSITY OF UTAH
SALT LAKE CITY, UTAH

Dr. Garth L. Mangum, Director, Human Resources Institute

Grant 31-49-74-08
Project still in progress

Descriptors: CETA SERVICES AND PLANNING; REGIONAL OFFICE OF MANPOWER ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS; COLORADO; MONTANA; NORTH DAKOTA; SOUTH DAKOTA; UTAH; WYOMING

6-013*

WEST VIRGINIA UNIVERSITY
MORGANTOWN, W.VA.

Dr. John J. Miller, Director, Manpower Planning and Evaluation Project

Grant 31-54-74-03
Project still in progress

Descriptors: CETA SERVICES AND PLANNING; REGIONAL OFFICE OF MANPOWER ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS; DELAWARE; DISTRICT OF COLUMBIA; MARYLAND; PENNSYLVANIA; VIRGINIA; WEST VIRGINIA

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

6B. DOCTORAL DISSERTATION GRANTS

This section describes activities in fiscal years 1973 through 1975 under one of two small-grant programs authorized by a 1965 amendment to the Manpower Development and Training Act. These programs serve the dual purpose of attracting social science scholars to specialization in the manpower area, while generating new information on critical manpower issues. Doctoral dissertation grants provide support for the dissertation research of Ph. D. degree candidates who have completed all course work for the degree and whose dissertation topics are in the manpower field. With enactment of the Comprehensive Employment and Training Act of 1973, the thrust of the dissertation grant program is toward helping State and local manpower agencies and programs meet their needs for highly skilled personnel and program- and policy-oriented research. (See app. A for application guidelines.)

6-014 THE ACHIEVEMENT PROCESS: A PATH ANALYTIC LONGITUDINAL STUDY OF EDUCATIONAL AND OCCUPATIONAL MOBILITY

SYRACUSE UNIVERSITY
UTICA, N.Y.

James P. O'Hair, Doctoral Candidate; Dr. Mark Abrahamson, Sponsor, Department of Sociology

Grant 91-36-71-52
Project completed fiscal year 1975

Descriptors: PROJECT TALENT; STATUS; UPGRADING; ORGANIZATIONA ENVIRONMENT; MOTIVATION; MODELS

This study examined the multifaceted mobility processes through which one passes on the way toward attainment of educational and occupational status. The technique of path analysis was used as a methodological tool to link theoretical assumptions about educational and occupational mobility to a body of longitudinal data on American secondary students, which was gathered by Project TALENT between 1960 and 1965. Thirty-three variables were theoretically linked to the achievement process and then empirically tested through the technique of causal model building. Included in the analysis were variables related to both structural and social psychological antecedents of youthful achievement. The underlying assumption was that the positions to which an individual moves within and between occupational structures largely determine his social status.

The study found that, when observed longitudinally, class variables identified by social background factors differentially affected education and occupation. Other findings are that youth who remain single for 5 years after high school acquire more education and higher status labor force entry positions than do youth who marry during this period and that IQ has a substantial effect on educational—but not occupational— variables. The study also found that youth are more likely to continue their education beyond high school if they do so immediately than if they defer their education to assume an occupational or other role.

In addition, it found that attainments subsequent to high school appear to play a greater role in determining career entry than do high school-related accomplishments. Apparently, if one views achievement as both a shortrun and a longrun process, one observes that initial motivational conditions lead to shortrun achievements. Subsequent motivation to achieve is dependent on a continuation of "attaining behaviors" rather than on initial desires.

August 1974

Report Descriptors: OCCUPATIONAL MOBILITY; TRANSITION FROM SCHOOL TO WORK; YOUTH; EDUCATION; PROJECT TALENT

6-015* ADJUSTMENT COSTS IN THE THEORY OF LABOR DEMAND, PRODUCTIVITY, AND UNEMPLOYMENT

YALE UNIVERSITY
NEW HAVEN, CONN.

Jonathan R. Ratner, Doctoral Candidate; Dr. William D. Nordhaus, Sponsor, Department of Economics

Grant 91-09-74-18
Project still in progress

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

Descriptors: ADJUSTMENT; PRODUCTIVITY; COSTS; TURNOVER; LAYOFFS; EMPLOYER MANPOWER PLANNING

This study is exploring the shortrun employment function and isolating the role of costs associated with gross employment flows (i.e., quits, layoffs, etc.). Its objectives are: (1) To incorporate the phenomenon of layoffs into an optimizing model of employment dynamics; (2) to determine what conditions would lead the firm in the short run to substitute alternative production-smoothing techniques for layoffs; (3) to examine the implications for unemployment of the impact of uncertainty on layoffs; and (4) to link the aggregate employment equation developed in this study to an explanation of unemployment.

Sources include published data on the private nonfarm sector, the manufacturing sector, and 2-, 3-, and 4-digit manufacturing industries; a time series on capital utilization, constructed by Taubman and Gottschalk, which uses data on shift work to build a series on "the average workweek of capital"; and a data set compiled by Richard Ruggles on prices and costs for a large sample of firms.

6-016 Adjustment to Freer Trade: An Economic Analysis of the Adjustment Assistance Provisions of the Trade Expansion Act of 1962 and of the U.S.-Canadian Automotive Trade Products Agreement of 1965

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Grant 91-55-73-05
Project completed fiscal year 1974

Malcom D. Bale
August 1973

Report Descriptors: TRADE EXPANSION ACT; TRADE ADJUSTMENT ASSISTANCE; FOREIGN TRADE AND INVESTMENTS; TRANSPORTATION EQUIPMENT INDUSTRY; CANADA

NTIS PB222473/AS

6-017 An Alternative Approach to Economic Development in a Traditional Navaho Community

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Grant 91-36-72-13
Project completed fiscal year 1973

Lorraine Turner Ruffing
March 1973

Report Descriptors: ECONOMIC DEVELOPMENT; INDIANS; RURAL AREAS; ETHNIC GROUPS; COOPERATIVES; ECONOMIC ANALYSIS AND ECONOMETRICS

NTIS

6-018* An Analysis of Earnings Among Persons of Spanish Origin in the Midwest

MICHIGAN STATE UNIVERSITY
EAST LANSING, MICH.

Richard Santos, Doctoral Candidate; Dr. Michael Borus, Sponsor, School of Labor and Industrial Relations

Grant 91-26-75-23
Project still in progress

Descriptors: CHICANOS; CUBANS; EARNINGS; HUMAN CAPITAL; INCOME; MEXICAN AMERICANS; MODELS; OCCUPATIONAL STATUS; PUERTO RICANS; SPANISH-SPEAKING AMERICANS; WAGES

The overall objective of this study is a thorough assessment of the factors contributing to earnings of the Spanish population in the Midwest. The relationship among human capital, earnings, and occupational level will be explored by testing the following hypotheses: (1) Current industry and/or occupation classification is the most important "explanation" of earnings; (2) human capital factors are statistically associated with industry and occupational classification and are prime determinants of earnings; (3) factors associated with earnings will vary both absolutely and relatively for the various groups within the broad category, "persons of Spanish origin"; (4) on the average, the longer a person has been in the Midwest, the higher his or her earnings will be, but the earnings of persons of Spanish origin tend to cluster around the entry level and remain fixed; and (5) health disability among persons of Spanish origin is a major obstacle to earnings.

These hypotheses will be tested through statistical analysis, using a regression technique as well as a statistical model for examining the human capital concept and its relationship to earnings via occupational level. The 1970 Public Use Sample census tapes will be the source of data for the analysis.

6-019* An Analysis of Imperfect Information in the Labor Market

UNIVERSITY OF ROCHESTER
ROCHESTER, N.Y.

Louis L. Wilde, Doctoral Candidate; Dr. Sherwin Rosen, Sponsor, Department of Economics

Grant 91-36-75-40
Project still in progress

Descriptors: LABOR FORCE BEHAVIOR; LAYOFFS; LABOR MARKET BEHAVIOR; OCCUPATIONAL INFORMATION

This dissertation aims to develop a general equilibrium model of the labor market under imperfect information. Imperfect information is reflected in the assumption that neither firms nor workers have complete information on all market variables. In particular, workers and firms have only general notions of potential wage offers and reservation wages, respectively.

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

This market model involves several corollary problems. The two major problems to be addressed are firm policy in an environment of imperfect information and a theory of layoffs at the microlevel based on informational imperfections in the labor market.

6-020 An Analysis of Interstate Labor Force Migration for Manpower Planning

THE UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN
URBANA, ILL.

Morris M. Kleiner, Doctoral Candidate; Dr. Hugh Folk, Sponsor, Department of Economics

Grant 91-17-74-13
Project completed fiscal year 1975

Descriptors: MIGRATION; GEOGRAPHIC MOBILITY; BLACK/WHITE, MALE/FEMALE; MANPOWER PROJECTIONS

This study had two primary objectives: First, to implement a method for forecasting inmigration and outmigration by age and color for States and, second, to develop an analysis of migration by occupation and age for States. Models of forecasting and migration were developed for use in identifying the labor force elements involved and analyzing the implications that migration has for regional and State economies. The results tend to support the validity of a socioeconomic model as an explanation for and predictor of migration. Migration has had the effect of redistributing population over space and could be characterized as the decision to leave one's residence and choose a destination that has a healthier economy.
August 1974

6-021 An Analysis of Mature Regions: A Study in Labor Market Dynamics

WASHINGTON UNIVERSITY
ST. LOUIS, MO.

Grant 91-27-70-52
Project completed fiscal year 1973

David E. Berger
August 1972

Report Descriptors: DEPRESSED AREAS; ECONOMIC GROWTH; ECONOMIC ANALYSIS AND ECONOMETRICS; REGIONAL PLANNING; LABOR MARKET AREAS; LABOR MARKET BEHAVIOR

NTIS PB213452/AS

6-022 An Analysis of Social Criteria and Triggering Mechanisms for Extending Unemployment Benefits

WEBER STATE COLLEGE
OGDEN, UTAH

Grant 91-49-73-25
Project completed fiscal year 1974

James D. Van Erden
March 1974

Report Descriptors: UNEMPLOYMENT BENEFIT EXHAUSTEES; UNEMPLOYMENT INSURANCE; ECONOMIC INDICATORS; TRIGGER FORMULAS

NTIS PB230696/AS

6-023* An Analysis of the Determinants of the Labor Force Mobility of Females

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Pamela J. Heath, Doctoral Candidate; Dr. Gerald G. Somers, Sponsor, Department of Economics

Grant 91-55-73-24
Project still in progress

Descriptors: ATTITUDES; LABOR MARKET BEHAVIOR; CHILD DAY CARE; LONGITUDINAL SURVEYS; LABOR FORCE PARTICIPATION FAMILIES; WOMEN; LABOR MOBILITY

This research is investigating the relative strengths of economic, demographic, and attitudinal influences on the labor market decisions of women. The investigator is analyzing variations in family financial position, family structure and composition, costs of child care, and the individual's education and training, health, race, and work attitudes.

The analysis uses data from a longitudinal survey of labor force behavior.

6-024 An Economic Analysis of Black Nashville with Special Reference to Black Business Development and the Impact of Urban Renewal and I-40 on Black Proprietors and Their Employees

THE RESEARCH FOUNDATION OF THE STATE UNIVERSITY OF NEW YORK, AT ALBANY
ALBANY, N.Y.

Bruce G. Hartmann, Doctoral Candidate; Dr. E. F. Renshaw, Sponsor, Department of Economics

Grant 91-36-72-31
Project completed fiscal year 1975

Descriptors: URBAN RENEWAL; MOBILITY ASSISTANCE; BLACKS; LAYOFFS; HIGHWAY CONSTRUCTION; MINORITY BUSINESS ENTERPRISE; PLANT SHUTDOWN

This study provides a data base on the economic development of the black community of Nashville, with emphasis on black commercial businesses. Special attention is given to two major government-sponsored programs which disrupted black businesses—the construction of interstate highway I-40 and urban renewal projects.

The black community in Nashville has nine identifiable neighborhoods that were used as the basic organizing units of this paper. In each unit, information was gathered on neighborhood action groups, political groups, and business. Black Nashville is analyzed as a whole, but with all statistical tables broken down into the nine areas. Three of the nine were analyzed in more detail than the others because of the special impact of an interstate highway on a minority business community, of urban renewal on a black community, and a limited access highway on a suburban area. The basic data sources for this report were the U.S. Bureau of the Census and the Metropolitan Planning Commission of Nashville.

The study shows that Nashville's black community is heterogeneous. Blacks own few businesses in their own community. The total commercial structure is declining rapidly, the black commercial structure is doing likewise. The few areas with clear commercial business growth are already controlled by whites. In one area, white competition has been removed, thus making this area a good location for new black businesses.

July 1974

6-025 An Analysis of the Labor Market for Policemen

UNIVERSITY OF CALIFORNIA, BERKELEY
BERKELEY, CALIF.

Louise Berman Wolitz, Doctoral Candidate; Dr. Lloyd Ulman, Sponsor, Department of Economics

Grants 91-05-70-13 and 91-06-71-30
Project completed fiscal year 1975

Descriptors: WAGE DIFFERENTIALS; LABOR MARKET BEHAVIOR; POLICE; RECRUITMENT

This study examined police manpower shortages and analyzed the economic content of police hiring standards. Three distinct theoretical models were observed. The simplest solution to shortages is to raise wages sufficiently to eliminate them. However, imperfect information and lags in institutional decisionmaking, along with the constantly changing supply of and demand for policemen, make wage adjustments take an unreasonable amount of time. Each of the three models represented these problems, but differed in the solutions.

To determine which model was more nearly correct, the study defined the characteristics required for hiring used by the Oakland, Calif., Police Department. The evidence showed that particular recruitment sources, hiring standards, and selection processes used determined directly the available labor supply and the composition of the police force.

Using employment application data between 1965 and 1971, the researcher found that the probability of success in the mental adaptability test increased greatly as the applicant's years of higher education increased. Senior college education had a significant effect on the applicant's ability to pass the civil service test. Both tests have been replaced and recruiting efforts have resulted in increased minority hiring. However, two factors in the applicant's background still add greatly to his probability of being hired: High wages in his previous jobs, and experience as a policeman.

September 1974

Report Descriptors: TESTING; CIVIL SERVICE SYSTEM; MANPOWER NEEDS; ETHNIC GROUPS; MANPOWER PROJECTIONS; LABOR SUPPLY; JOB APPLICANTS

NTIS PB236361/AS

6-026* An Analysis of Trends in the Relative Educational Attainment, Earnings, and Occupational Distribution of Women, 1900 to 1969.

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Harriet Zellner, Doctoral Candidate; Dr. Jacob Mincer, Sponsor, Department of Economics

Grants 91-34-70-62 and 91-36-72-34
Project still in progress

Descriptors: EDUCATION EFFECT ON CAREER PATTERNS; OCCUPATIONAL STRUCTURE; MALE/FEMALE; EARNINGS

This project analyzes changes from 1900 to 1969 in the educational attainment, earnings, and occupational distribution of women relative to men. Data classified by age, race, marital status, presence of children, and place of residence are being gathered from publications of government agencies and the National Industrial Conference Board.

6-027 Asking Wage Behavior of Unemployed Workers: An Empirical Investigation

UNIVERSITY OF MISSOURI, COLUMBIA
COLUMBIA, MO.

Grant 91-29-72-41
Project completed fiscal year 1974

Robert L. Crosslin
August 1973

Report Descriptors: UNEMPLOYED; WAGES; DURATION OF UNEMPLOYMENT; LABOR SUPPLY; ECONOMIC ANALYSIS AND ECONOMETRICS; JOB SEARCH

NTIS PB222019/AS

6-028 Assessment of Work Climates: The Appropriateness of Classical Management Theory and Human Relations Theory Under Various Contingencies

NEW YORK UNIVERSITY
NEW YORK, N.Y.

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

John A. Langdale, Doctoral Candidate, Dr. Raymond A. Katzell, Sponsor, Department of Psychology

Grant 91-36-73-29
Project completed fiscal year 1975

Descriptors: MANPOWER NEEDS; MANPOWER UTILIZATION; ORGANIZATIONA ENVIRONMENT; EMPLOYER MANPOWER PLANNING

There are two theories of design for organizational social systems. Theory Y, the human relations model, holds that an organization should be organic, participatory, and unstructured. Theory X, the classical management model, holds that an organization should be mechanistic, bureaucratic, and structured. This study is an investigation of the appropriateness of these two theories. Instead of advocating either one of these paradigms as the one best master plan, the researcher adopted a contingency theory that recognized that the appropriateness of a theory X or a theory Y atmosphere is moderated by the particular goals of the organization, its tasks, its size, its members' personalities, and the stress factors to which it is subjected. A total of 11 of these moderating contingencies were isolated.

A measure of classical-to-human relations climate was developed and validated, using the data supplied by 10 supervisors, 10 nonsupervisors, and one expert informant from each of 17 different work organizations. Through a correlational research design, the researcher found that these organizations exhibit significantly varying degrees of classical-to-human relations quality, depending upon the hypothesized contingencies. Furthermore, the same contingencies were shown to moderate members' perceptions of whether a classical or human-relations climate would be more effective in their organizations. Theoretically, the results were interpreted as supporting a contingency model of organizational design. The contingencies explain why enduring organizations sustain more classical or more human-relations atmosphere and why members can perceive either atmosphere as more effective.
June 1974

Report Descriptors: BUREACRACY; ORGANIZATIONAL ENVIRONMENT; INDUSTRY PRACTICES; INDUSTRIAL MANAGEMENT; SOCIAL STRUCTURE

NTIS PB236218/AS

6-029 Assets, Labor Supply, and the Consumption of Goods Over the Life Cycle (Three Essays on the Formulation and Estimation of a Time Allocation Mode)

PRINCETON UNIVERSITY
PRINCETON, N.J.

Grant 91-32-69-66
Project completed fiscal year 1974

James J. Heckman
1974

Report Descriptors: ECONOMIC ANALYSIS AND ECONOMETRICS; INCOME; HOUSEHOLDS; MATHEMATICAL MODELS; CONSUMPTION; LABOR SUPPLY

NTIS PB229254/AS

6-030* A Behavior Model of Labor Force Migration

CORNELL UNIVERSITY
ITHACA, N.Y.

Sigurd R. Nilsen, Doctoral Candidate; Dr. Simon Clemhout, Sponsor, Department of Economics

Grant 91-36-75-09
Project still in progress

Descriptors: GEOGRAPHIC MOBILITY; JOB APPLICANTS; LABOR MOBILITY; OCCUPATIONAL MOBILITY; ECONOMIC ANALYSIS AND ECONOMETRICS

This study will test empirically the hypothesis that overqualification leads to occupational mobility when the region of residence does not provide sufficient opportunity for career development. The focus will be on four basic questions: (1) What motivates people to migrate? (2) What are the characteristics of people who migrate? (3) Where do people migrate from? (4) Where do people migrate to?

Data for the research will be derived from the 1970 Public Use Sample, prepared by the U.S. Bureau of the Census. The model of migration behavior that is developed will differ from previous models in that it will focus on gross migration (i.e., both into and out of a particular region) rather than net flow and will employ personal data on individuals (age and educational and occupational characteristics) rather than aggregate data. Separate samples will be constructed on the basis of sex, race, and age group.

6-031* Blue-Collar Worker Response to the 4-Day Workweek

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

David M. Maklan, Doctoral Candidate; Dr. Louis A. Ferman, Sponsor, Institute of Labor and Industrial Relations

Grant 91-26-74-10
Project still in progress

Descriptors: BLUE-COLLAR WORKERS; WORK SCHEDULES; MEN; ADJUSTMENT

The aim of this study is to appraise the adjustment of workers shifted from a 5-day to a 4-day workweek. Emphasis is being placed on the workers' behavioral and psychological responses to the new schedule relative to their roles as husbands and parents.

GPO—report is available from Government Printing Office.
MA—report is available from Manpower Administration.
See page iii for further information about ordering reports.

The sample consists of 225 married, male, blue-collar workers—150 of whom have begun a 4-day-a-week work schedule and 75 of whom are remaining on the standard 5-day schedule and serve as a control group. The men were interviewed and tested initially just before the new schedule was adopted and again 6 months later. Information was gathered in these interviews on personal characteristics, motivations, values, attitudes, self-perceptions, subjective perceptions of family relationships, work, and leisuretime activities. Objective data on behavior were obtained through the workers' keeping a time-budget diary of their activities during 1 week in each of the two test periods.

6-032* Career Patterns of 2-Year College Graduates

THE STATE UNIVERSITY OF NEW YORK AT BUFFALO
BUFFALO, N.Y.

Robert E. Allen, Doctoral Candidate; Dr. Thomas G. Gutteridge, Sponsor, Department of Organization and Human Resources

Grant 91-36-73-13
Project still in progress

Descriptors: UNIVERSITIES AND COLLEGES; LABOR MARKET BEHAVIOR; OCCUPATIONAL MOBILITY; JOB SEARCH; GEOGRAPHIC MOBILITY; COLLEGE GRADUATES; EDUCATION EFFECT ON CAREER PATTERNS

This study of the labor market experience and career patterns of alumni of 2-year colleges makes the following comparisons: (1) Business vs. engineering graduates; (2) graduates who transfer to 4-year colleges vs. those who do not; and (3) graduates of 2-year private colleges vs. graduates of public community colleges. The study also examines the occupational and geographic mobility of 2-year college graduates and attempts to predict their career success on the basis of such criteria as academic excellence, demographic characteristics, job search experiences, and length of time since graduation.

Data are being drawn from the records of two public and two private 2-year colleges in western New York State. Questionnaires are being sent to 3,000 alumni of these schools who graduated between 1962 and 1971.

6-033* Careers of Upward Bound Alumni

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Nancy S. Netting, Doctoral Candidate; Dr. Nathan Glazer, Sponsor, Department of Social Relations

Grant 91-23-70-60
Project still in progress

Descriptors: UPWARD BOUND; DISADVANTAGED; COLLEGE PREPARATION; YOUTH

This study follows up a group of young people who have participated in Upward Bound—an intensive 3-year college preparatory program for disadvantaged students with "undeveloped" college potential who enter the program as high school sophomores.

The sample consists of 100 young people who completed at least 1 year in the program at the University of Hartford—60 who went on to college and 40 who dropped out of Upward Bound and may or may not be in school. The researcher is tracing their job and educational histories in individual interviews in an attempt to: (1) Isolate variables which have influenced their decisions during and since participation in Upward Bound and (2) pinpoint characteristics which distinguish the students who went on to college from those who did not.

6-034 Changes in Labor Force Participation

UNIVERSITY OF CALIFORNIA, BERKELEY
BERKELEY, CALIF.

Grants 91-05-70-42 and 91-06-71-33
Project completed fiscal year 1973

Michael D. Hurd
September 1972

Report Descriptors: LABOR FORCE PARTICIPATION; WAGES; WAGE DIFFERENTIALS; FAMILIES

NTIS PB220517/AS

6-035* Changes in State Labor Legislation for Women, 1900-1973: A Social Indicator's Approach

NEW YORK UNIVERSITY
NEW YORK, N.Y.

Ronnie Steinberg Ratner, Doctoral Candidate; Dr. Richard Maisel, Sponsor, Department of Sociology

Grant 91-36-74-42
Project still in progress

Descriptors: LAW; WOMEN; STATE AND LOCAL GOVERNMENTS; SOCIAL CHANGE; LABOR LAWS

This research is investigating aspects of American protective labor legislation for women at the State level. The two major questions to be addressed are: (1) What are the patterns in the emergence and growth of these laws over time? (2) How do trends in these laws relate to broader economic, social, and political changes in the United States?

A set of State-by-State indexes depicting changes in protective labor legislation will be derived from relevant statutes. Using the definition of State labor laws for women advanced by the Women's Bureau in the 1969 *Handbook of Women Workers*, the researcher will distinguish 12 specific sets of laws that might apply to any

State. Special attention will be given to laws regulating wages and hours.

The sample consists of: (1) The six States with the largest average population since 1930 and (2) half of the remaining States, drawn by means of systematic sampling.

6-036 CHOICE OF SCIENCE CAREERS AMONG COLLEGE MEN: AN ANALYSIS OF SELECTED PROBLEMS

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Grant 91-34-70-09
Project completed fiscal year 1973

Jeffrey G. Reitz
September 1972

Report Descriptors: STUDENTS; CAREER CHOICE; SCIENTISTS; MOTIVATION; YOUNG MEN; STATUS; UNIVERSITIES AND COLLEGES

NTIS PB213590/AS

6-037* THE COMPANY YOUTH KEEP: AN EMPIRICAL ANALYSIS OF JOBFINDING AMONG YOUNG MEN AGED 14 TO 24

BRYN MAWR COLLEGE
BRYN MAWR, PA.

David N. Saunders, Doctoral Candidate; Dr. William W. Vosburgh, Sponsor, The Graduate School of Social Work and Social Research

Grant 91-42-73-21
Project still in progress

Descriptors: JOB SEARCH; JOB LOCATION; PUBLIC EMPLOYMENT SERVICE; NATIONAL LONGITUDINAL SURVEYS; YOUNG MEN; TRANSITION FROM SCHOOL TO WORK

This study investigated the personal, social, and economic correlates of job finding methods used by employed young men with 15 or fewer years of education. The major interest was in identifying the characteristics of respondents who utilized various job finding methods and the types of jobs located through each technique. The study utilized a special longitudinal survey of the work experiences of young men from 1966 through 1969, with each job finding method split into a "formal" or an "informal" search.

Youth starting out on their first job search tended to rely heavily on friends and relatives as their informal search. Increasing age brought a change to a more formalized approach, including school, want ads, and employment agencies. White youth tended to use the formalized approach somewhat more than black youth, but race is less a factor than each person's respective social class. Youth in an upper social stratum tended to receive more white-collar jobs with a formalized approach, while youth who continued to utilize the informal approach received low-quality jobs. Overall, there was more success with a formalized approach, and the lack of success with an informal search showed the need for concerted effort by public school systems and youth-oriented placement.

December 1974

6-038* A COMPARATIVE ECONOMIC ANALYSIS OF THE SIZE DISTRIBUTION OF INCOMES OF WHITE, BLACK, AND SPANISH AMERICAN (LATINO) ETHNIC GROUPS IN THE UNITED STATES

INDIANA UNIVERSITY FOUNDATION
BLOOMINGTON, IND.

Mahmood A. Khan, Doctoral Candidate; Dr. Franz Gehrels, Sponsor, Department of Economics

Grant 91-18-75-07
Project still in progress

Descriptors: DISCRIMINATION; EDUCATIONAL ATTAINMENT; INCOME DIFFERENTIALS; ECONOMIC ANALYSIS AND ECONOMETRICS; SPANISH-SPEAKING AMERICANS

The researcher is investigating differences between the median incomes of Spanish Americans and those of other Americans, both black and white, in an effort to determine the causes of the relatively low levels of Spanish American incomes. The study is concerned with three main aspects of Latino incomes and will involve the estimation and analysis of: (1) The determinants of personal income, (2) the distribution of personal income, and (3) changes in the distribution of personal income of Latinos vis-a-vis other white and black Americans. Quantitative estimates of the gross influence of such socioeconomic attributes as age, race, sex, education, and geographical location on personal incomes will be developed to see which of these attributes are most significantly related to Latino incomes.

Extensive use will be made of 1970 U.S. Census of Population data that provide information by State, standard metropolitan statistical area, and occupation on the incomes of persons by age, sex, education, race, and State of residence. The sample of population is being limited to those 13 States with 100,000 or more persons of Spanish origin. Regression and correlation techniques will be utilized to develop a predictive model of the expected size of attribute-specific income of individuals and the variability of the race-specific income distribution. Once the relationship between these attribute-specific variables and Latino income is determined, it should be of value in developing appropriate manpower retraining and job search information programs and reviewing taxation, subsidy, and income maintenance policies.

6-039 A COMPARATIVE STUDY OF TEACHERS' ATTITUDES TOWARD MEN AND WOMEN DEPARTMENT HEADS IN LARGE CITY SECONDARY SCHOOLS

UNIVERSITY OF NORTH CAROLINA
CHAPEL HILL, N.C.

Grant 91-37-72-15
Project completed fiscal year 1973

Frances Cecile Roussell
January 1973

Report Descriptors: TEACHERS, HIGH SCHOOLS; ORGANIZATIONA ENVIRONMENT; WORK ATTITUDES, SUPERVISION; SEX DIFFERENCES; MALE/FEMALE

NTIS

6-040 A COMPARISON OF PROBATION OFFICERS AND VOLUNTEERS

UNIVERSITY OF COLORADO
BOULDER, COLO

Grant 91-06-70-38
Project completed fiscal year 1973

James Carlton Howell
1972

Report Descriptors: ATTITUDES; EFFECTIVENESS OF PROGRAMS; CORRECTIONS; REHABILITATION; PROBATION OFFICERS; COUNSELING AND GUIDANCE; VOLUNTEERS

NTIS PB210404/AS

6-041* COMPUTABLE NATIONAL MODELS OF THE DISTRIBUTION OF FACTOR INCOME

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

James Medoff, Doctoral Candidate; Dr. Wassily Leontief, Sponsor, Department of Economics

Grant 91-25-74-41
Project still in progress

Descriptors: INCOME, EARNINGS; WAGES; INCOME DIFFERENTIALS; INCOMES POLICY; ECONOMIC POLICY; WAGE DIFFERENTIALS

This study is developing models to analyze: (1) The effects of various structural changes within market economies on the distribution of factor income by individual, family, and factor and (2) changes in the cost of living of different income groups due to economic shocks.

Data on 45 industries will be obtained from the Department of Commerce, Harvard University, the Bureau of Economic Analysis, and the Federal Reserve System.

6-042* THE CONTRIBUTION OF SOCIAL RESOURCES TO THE INDIVIDUAL'S PARTICIPATION IN THE LABOR FORCE

STATE UNIVERSITY OF NEW YORK
ALBANY, N.Y.

John C. Vaughn, Doctoral Candidate; Dr. Nan Lin, Sponsor, Department of Sociology

Grant 91-36-75-14
Project still in progress

Descriptors: CAREER GOALS; SOCIAL RELATIONSHIPS; CAREER CHOICE; STATUS; CAREER EXPLORATION; TRANSITION TO WORK; ECONOMIC ANALYSIS AND ECONOMETRICS; CAREER PATTERNS; JOB SEARCH; LABOR FORCE PARTICIPATION; LABOR MARKET INFORMATION; OCCUPATIONAL MOBILITY; NEW YORK, ALBANY SCHENECTADY, TROY (SMSA)

This study, using the Blau-Duncan causal model of occupational mobility as its baseline, proposes to examine social relationships that may influence labor force entry and participation over time in a significant way. Specifically, friendship and acquaintance networks derived from parents' social status and labeled as "social resources" will be introduced into the Blau-Duncan model as an intervening variable affecting occupational achievement and mobility. Both the availability and the utilization of such social resources will be examined in the study.

Data for the research will be derived from a stratified sample of 400 males, aged 20 to 64, who are currently participating in the civilian labor force in the Albany-Schenectady-Troy standard metropolitan statistical area. A second group of 100 retired male workers will also be drawn to provide data on those who have completed their careers. Information will be obtained from both sample groups through an interview schedule including both open-ended and closed questions. Path analysis is the basic analytic technique, supplemented by a log-linear analysis for the open-ended data.

6-043 A CRITIQUE OF DUNCAN'S STRATIFICATION RESEARCH

DUKE UNIVERSITY
DURHAM, N.C.

Grant 91-35-68-15
Project completed fiscal year 1974

Norville D. Crowder
May 1974

Report Descriptors: EARNINGS; SOCIAL STRUCTURE; STATUS; ECONOMIC STATUS; OCCUPATIONAL CLASSIFICATION

NTIS PB231343/AS

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

6-044* Demand and Training for Dental Hygienists

WASHINGTON UNIVERSITY
ST. LOUIS, MO.

Norbert W. Budde, Doctoral Candidate; Dr. Edward D. Kalachek and Dr. Murray Weidenbaum, Sponsors, Department of Economics

Grant 91-27-69-38
Project still in progress

Descriptors: LABOR SUPPLY; LABOR DEMAND; TRAINING EFFECTIVENESS AND IMPACT; HEALTH MANPOWER

This study is examining the range of activities within a dentist's practice in which a hygienist can substitute for the dentist, determining the optimal mix of these activities, and deriving a demand and supply curve for hygienists.

Dentists who employ hygienists and those who do not are being interviewed concerning the time they spend on various tasks which both they and hygienists can perform and the total volume of services their practices provide. The demand estimate for hygienists is based on substitution possibilities and the value of the dentists' time on the size of their practices. The supply estimate builds on the results of other studies and takes into account such factors as expected rate of return on investment in training, availability and cost of training, and present competition to enter training.

6-045 Education, Screening, and the Demand for Labor of Uncertain Quality

THE CITY UNIVERSITY OF NEW YORK
NEW YORK, N.Y.

Kenneth I. Wolpin, Doctoral Candidate; Prof. Finis Welch, Sponsor, Department of Economics

Grant 91-36-74-20
Project completed fiscal year 1975

Descriptors: PRODUCTIVITY; LABOR MARKET BEHAVIOR

This study was concerned with the relationship between income and schooling. The question it addressed is whether formal schooling serves to augment a worker's productivity or whether it merely conveys information to employers about the probable productive capabilities of a prospective worker without, in itself, affecting those capabilities.

The study first explored a theoretical model of this latter "screening" role and then attempted an empirical investigation of its relative importance. The basis for the model was the assumption that individual productivities are unknown to the firm prior to hiring and cannot be determined instantaneously or without cost from direct observation of on-the-job performance. The information available to the firm was assumed to be restricted to knowledge of the first two moments of the population's skill distribution, with output a function of occupation-specific aggregate skill levels and capital. Within an expected profit maximization framework, uncertainty or risk in the form of skill variance was shown to lead to a reduction in expected profits at the previous input scales and to substitution and production effects on factor employment. The study further demonstrated that the demand for workers associated with a given schooling group depended upon both the average skill level and the variance-mean skill ratio of the group. Thus, schooling's private return could be viewed as a reflection of its informational content; i.e., its sorting function. Further, eliminating between group skill variance through the use of identification or screening devices was shown to lead to a more efficient allocation of workers both within and across firms. Therefore, even if the higher average skill levels associated with more schooled were not produced in the schooling process, schooling's social benefit would not be zero.

The conclusion drawn from this and other independent evidence was that the apparent use of schooling as a screening device did not appear to stem from a mere identification of productivity types. In fact, the pure productivity augmenting view of the income-schooling relationship appeared greatly more tenable.
August 1974

NTIS PB236227/AS

6-046* The Demand for Labor Services in the Short and Long Run: A Simultaneous Equation Econometric Framework

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Petros K. Sabatacakis, Doctoral Candidate; Dr. Maurice Wilkinson, Sponsor, Graduate School of Business

Grant 91-36-74-09
Project still in progress

Descriptors: LABOR FORCE PARTICIPATION; PRODUCTIVITY; ECONOMIC ANALYSIS AND ECONOMETRICS; LABOR DEMAND

This study is developing an econometric framework within which to: (1) Determine the effects of output, prices, and investment on the demand for labor services and (2) analyze the demand for labor for integration with a labor supply and wage equation to provide a full econometric description of the labor market.

The framework is being applied to the private domestic manufacturing sector as well as to individual 2 or more digit industries to determine whether the results obtained at the aggregate level hold at the industry level and to enable examination of the characteristics of specific industries with respect to employment changes resulting from changes in relative prices, rate of technological advance, and output requirements.

Data on the aggregate manufacturing sector will be obtained from *Employment and Earnings* and *The Survey of Current Business*. Industry data will be drawn from Federal Reserve Board and Bureau of Labor Statistics publications.

GPO – report is available from Government Printing Office.
MA – report is available from Manpower Administration.
See page iii for further information about ordering reports.

6-047* THE DEMAND FOR MUNICIPAL EMPLOYEES

UNIVERSITY OF PENNSYLVANIA
PHILADELPHIA, PA.

Robert E. Hopkins, Doctoral Candidate; Dr. Michael L. Wachter, Sponsor, Department of Economics

Grant 91-42-74-07
Project still in progress

Descriptors: STATE AND LOCAL GOVERNMENTS; LABOR DEMAND

This study of the determinants of municipal employment focuses on the effects of the degree and source of control for city expenditures. The basic theoretical structure of the study is the same as that employed in grant 91-17-71-26.

Using Census of Governments data for 41 major cities, the candidate is estimating employment equations for 12 categories of city government activity.

6-048* DELINEATION OF THE DUAL LABOR MARKET THEORY AND DERIVATION OF TESTABLE HYPOTHESES

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Marc P. Freiman, Doctoral Candidate; Dr. W. Lee Hansen, Sponsor, Department of Economics

Grant 91-55-74-19
Project still in progress

Descriptors: HUMAN CAPITAL; TAXES; MEN

This study is constructing time paths depicting the annual depreciation in value of the human capital of the average worker within selected occupations. The candidate will attempt to determine whether these time paths can be accurately characterized by certain roles and, if so, what this implies for the feasibility of income tax deductions for the depreciation of human capital.

The principal research source is National Bureau of Economic Research-Thorndike data, which contain recent and longitudinal information on the educational and occupational histories of a sizable sample of males originally studied in World War II.

6-049 A DESCRIPTIVE SURVEY OF PART-TIME EMPLOYMENT IN FOOD SERVICES IN OHIO

THE OHIO STATE UNIVERSITY
COLUMBUS, OHIO

Grant 91-37-70-55
Project completed fiscal year 1974

Jeanne Whitman Prodell and Dr. Rachel M. Hubbard
June 1973

Report Descriptors: FOOD SERVICE INDUSTRY; PART-TIME EMPLOYMENT; JOB SATISFACTION; INDUSTRY PRACTICES; UNSKILLED WORKERS; OHIO

NTIS PB224170/AS

6-050 THE DESIGN OF FEDERAL EMPLOYMENT PROGRAMS: AN ECONOMIC ANALYSIS

UNIVERSITY OF CALIFORNIA, BERKELEY
BERKELEY, CALIF.

Dr. Lawrence S. Seidman, Doctoral Candidate; Dr. Lloyd Ulman, Sponsor, Department of Economics

Grant 91-06-73-02
Project completed fiscal year 1975

Descriptors: PUBLIC EMPLOYMENT PROGRAMS; LABOR FORCE PARTICIPATION; STATE AND LOCAL GOVERNMENTS; LOW-WAGE JOBS; JOB OPPORTUNITIES IN THE BUSINESS SECTOR (JOBS)

This study analyzed the three objectives of most Federal employment programs: (1) To counter recession; (2) to raise the earnings of disadvantaged and low-skilled workers; and (3) to replace welfare for household heads who are able to work. The study consists of three parts: "The Design of a Federal Employment Program to Counter Recession," "The Design of a Federal Employment Program in a Strategy to Raise Low Earnings," and "The Design of a Federal Employment Program as a Part of Welfare Reform."

The researcher believes that, in dealing with recession, the Government needs an instrument that can provide a short-term holding action when the downswing begins. He proposes an antirecession program that would build on the Public Employment Program but correct its main weaknesses.

In designing measures to raise the earnings of disadvantaged and low-skilled workers, the researcher began with the fact that low incomes are caused by low wages as much as by unemployment. Here, he proposes a two-pronged strategy. It consists of raising and extending the Federal minimum wage and then offsetting the unemployment effect of such a minimum wage by inducing the creation of additional above-minimum wage jobs through a Federal employment program. He proposes an employment incentive program but recommends further research to explore such issues as substitution and layoff bias among employees, private vs. public sector jobs, and direct vs. indirect supervision.

In discussing the problems of substituting "workfare" for welfare, the researcher argues that, before any guaranteed work proposal is adopted, those recommending it must first show why it—unlike other proposals—will not make inflation even more severe. He also argues that the guarantee should rely primarily on regular jobs with public and private employers, rather than on special projects or restricted jobs with public employers.

May 1974

NTIS PB236169/AS

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

6-051 THE DETERMINANTS OF EARNINGS OF MEN AND WOMEN IN THE UNITED STATES

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.
AND
WAYNE STATE UNIVERSITY
DETROIT, MICH.

Paula Hudis Snyder, Doctoral Candidate; Dr. Louis A. Ferman, Sponsor, Institute of Labor and Industrial Relations

Grant 91-26-73-19
Project completed fiscal year 1975

Descriptors: DUAL LABOR MARKETS; MODELS; SEX DIFFERENCES; SEX DISCRIMINATION; INCOME DIFFERENTIALS; WOMEN'S OCCUPATIONS; OCCUPATIONAL STRUCTURE

This research examined the educational and occupational determinants of earnings of men and women in the United States. The factors involved in the analysis were educational attainment, occupational status, and the extent of labor force participation. They were evaluated with respect to their contributions to the annual and hourly earnings of men and women. The data used in the analysis were taken from the 1967 Survey of Economic Opportunity.

The findings of this research indicate that women receive larger occupational status returns for educational attainment than do men. The reason for this difference appears to be the greater availability of on-the-job training for men. For men, educational attainment was the most important factor in determining earnings, while for women, the most salient factor was the extent of labor force participation. Occupational status was also found to be much more important in determining the earnings of men than those of women.

The analyses conducted in this research indicate that occupational status is important for men, but not for women. The dissertation suggests that models of the socioeconomic life cycle suitable for men may not be useful for investigating women.
June 1974

Report Descriptors: EARNINGS; EDUCATION; WOMEN; MEN

NTIS PB236203/AS

6-052* THE DETERMINANTS OF EDUCATIONAL ATTAINMENT AND ADULT STATUS AMONG BROTHERS: THE KALAMAZOO STUDY

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Michael R. Olneck, Doctoral Candidate, Dr. Christopher S. Jencks, Sponsor, Department of Sociology

Grant 91-25-74-43
Project still in progress

Descriptors: EDUCATION EFFECT ON CAREER PATTERNS; RETURNS ON EDUCATIONAL INVESTMENT; LONGITUDINAL SURVEYS; YOUNG MEN; TESTING; FAMILIES; ATTAINMENT; STATUS; MICHIGAN, KALAMAZOO

Longitudinal data for a sample of 1,200 sets of brothers drawn from the Kalamazoo public school records for 1928-1950 are being analyzed to estimate the impact of overall family background, tested ability, and noncognitive traits on education and economic attainment.

Regression and path analysis techniques are being employed in analyses over individuals and families and within families. The results of these analyses are being compared to determine the extent to which: (1) The impact of family background operates through measures of socioeconomic status and (2) the exclusion of unmeasured aspects of family background has resulted in biased estimates of the impact of test scores and education on adult occupation and income.

6-053* THE DETERMINANTS OF LOW WAGES FOR WOMEN WORKERS

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Mary Huff Stevenson, Doctoral Candidate; Dr. Daniel R. Fusfeld, Sponsor, Department of Economics

Grant 91-26-71-16
Project still in progress

Descriptors: WAGE DIFFERENTIALS; WOMEN; SEX DIFFERENCES; LOW-WAGE JOBS; MALE/FEMALE

This project is measuring the effects on the relative wages of men and women of differences in occupation, industry, and investment in human capital, with special attention to low-wage workers. It also describes the extent and nature of low-wage employment among women and the demographic and personal characteristics of women who work for low wages.

The analysis is based on data from the 1967 Survey of Economic Opportunity, combined with data from census and other government sources to show the industry, occupation, and area of residence of the survey sample.

6-054 DETERMINANTS OF THE OCCUPATIONAL EMPLOYMENT OF BLACK AND WHITE MALE TEENAGERS

WASHINGTON UNIVERSITY
ST. LOUIS, MO.

Grant 91-27-70-21
Project completed fiscal year 1973

Gelvin L. Stevenson
May 1973

GPO—report is available from Government Printing Office.
MA—report is available from Manpower Administration.
See page iii for further information about ordering reports.

Report Descriptors: EMPLOYMENT OPPORTUNITIES; YOUNG MEN; BLACK/WHITE; OCCUPATIONAL ASSIGNMENT; TEENAGERS; LABOR FORCE BEHAVIOR

NTIS PB220862/AS

6-055 A DETERMINATION OF INVESTMENT PRIORITIES IN URBAN BLACK COMMUNITIES

PRINCETON UNIVERSITY
PRINCETON, N.J.

Grant 91-32-70-41
Project completed fiscal year 1974

Vernon J. Dixon
August 1973

Report Descriptors: BLACKS; BLACK COMMUNITIES; MINORITY BUSINESS ENTERPRISE; ECONOMIC DEVELOPMENT; COST EFFECTIVENESS; INVESTMENT

NTIS PB230644/AS

6-056* DETERMINING THE RATE OF WAGE INFLATION: AN ALTERNATIVE PREDICTOR TO THE UNEMPLOYMENT RATE

BROWN UNIVERSITY
PROVIDENCE, R.I.

John M. Barron, Doctoral Candidate; Dr. Herschel Grossman, Sponsor, Department of Economics

Grant 91-44-74-39
Project still in progress

Descriptors: WAGES; INFLATION; UNEMPLOYMENT/INFLATION TRADEOFF; ECONOMIC INDICATORS; DURATION OF UNEMPLOYMENT; JOB SEARCH

This study focuses on the relationship of wage change to labor market conditions to derive a proxy for a vacancy series, the average duration of unemployment, that is readily available for empirical testing. In addition, the study examines search in the labor market, when search entails finding a vacancy and then deciding whether the wage is suitable. Preliminary tests using average duration of unemployment instead of unemployment rates have resulted in a substantially improved fit of the empirical relation.

6-057* THE DEVELOPMENT OF THE LABOR FORCE IN SAN FRANCISCO, 1870-1910: A COMPARATIVE ANALYSIS OF THREE GROUPS OF WORKERS

UNIVERSITY OF CALIFORNIA, LOS ANGELES
LOS ANGELES, CALIF.

Jules Tygiel, Doctoral Candidate; Dr. Paul Worthman, Sponsor, Department of History

Grant 91-06-75-24
Project still in progress

Descriptors: DUAL LABOR MARKETS; GEOGRAPHIC MOBILITY; LABOR MARKET; LABOR MARKET AREAS; OCCUPATIONAL MOBILITY; SOCIAL MOBILITY; CALIFORNIA, SAN FRANCISCO

This historical study will examine the effects of varying occupational experiences of three groups of workers (carpenters, teamsters, and day laborers) upon the development of labor market conditions in an urban environment (San Francisco). It will try to determine the consequences of social, spatial, and occupational mobility for workers of different job and skill levels and will search for the possible presence of a dual labor market in 19th century San Francisco.

For the analysis, quantitative data will be derived from census manuscripts, city directories, tax records and historical material, labor newspapers, journals, and other records of the period. Data for the three occupations will be cross-tabulated, with various statistical tests of significance applied to the results.

6-058* THE DIFFERENTIAL EFFECTS OF REDUCED RESEARCH FUNDING ON UNIVERSITY SCIENTISTS

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Margit A. Johansson, Doctoral Candidate; Dr. Allen H. Barton, Sponsor, Bureau of Applied Social Research

Grants 91-34-70-63; 91-34-69-50
Project still in progress

Descriptors: FEDERAL FUNDING; UNIVERSITIES AND COLLEGES; WORK ATTITUDES; TEACHERS; SCIENTISTS

This study is assessing the impact of recent reductions in Federal research funding at a major university. From interviews, questionnaires, and college records, answers are being sought to such questions as: (1) What are the characteristics of the faculty, nonfaculty, and student researchers who do (or do not) continue to receive Federal support? (2) Which researchers sustain productivity despite fund reductions? (3) How do fund cuts affect researchers' alternative activities, self-esteem, and relations with colleagues?

6-059* DIFFUSION OF WAGE INFLATION AND REGIONAL MIGRATION OF LABOR

NORTHWESTERN UNIVERSITY
EVANSTON, ILL.

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

John G. Treble, Doctoral Candidate; Dr. F. P. R. Brechling, Sponsor, Department of Economics

Grant 91-17-75-02
Project still in progress

Descriptors: LABOR MOBILITY; GEOGRAPHIC MOBILITY; HUMAN CAPITAL; INCENTIVES; INFLATION; LABOR MARKET INFORMATION; WAGES; JOB LOCATION; WORK SCHEDULES; LABOR DEMAND; LABOR MARKET AREAS; ECONOMIC ANALYSIS AND ECONOMETRICS

This study will explore the impact of wage changes in specified labor market areas on wages in other areas, especially through migration and interarea exchange of labor market information. The analysis is based on the hypothesis that a rise in wages in one region presents employers in other regions with a threat of outmigration and, hence, of possible labor shortage. Employers in these regions are therefore motivated to respond to threatened or actual labor outmigration by matching the wages paid elsewhere, thus hastening the diffusion of wage inflation.

A model will be constructed incorporating both a theory of gross (rather than net) migration and an interarea wage determination process reflecting the shift in manpower demand levels generated by gross migration flows. Some attention will be devoted to the impact of imperfect labor market information on migration behavior, but the analysis will focus primarily on the role played by interarea labor market information in determining intraarea wage levels. Empirical testing of the model will be based on monthly earnings information gathered by Prof. Frank Brechling under U.S. Department of Labor grant 91-15-70-07, together with migration data drawn from responses to the 1960 and 1970 census questions regarding place of residence 5 years earlier. Certain groups (e.g., the elderly) will be eliminated from the sample migrant population on the assumption that their interregional movement was not economically motivated. Cross-sectional, age-specific migration rates will then be examined in light of such variables as area wage rates, unemployment rates, distance between areas, and climatic conditions.

6-060* THE DUAL LABOR MARKET: ITS EXISTENCE AND CONSEQUENCES

UNIVERSITY OF CALIFORNIA, BERKELEY
BERKELEY, CALIF.

Samuel Rosenberg, Doctoral Candidate; Dr. Lloyd Ulman, Sponsor, Institute of Industrial Relations

Grant 91-06-74-04
Project still in progress

Descriptors: DUAL LABOR MARKETS; UNDEREMPLOYMENT; UNEMPLOYMENT; URBAN AREAS; INCOME; POVERTY AREAS

For males aged 22-64, this study examines the dual labor market theory's explanation for the unemployment and underemployment characteristics of low-income urban areas. It will define specific occupations in the primary and secondary labor markets, assess the degree of mobility between the two sectors and the degree of turnover in the secondary sector, and investigate wage and income determination in the two sectors.

Data sources include the *1970 Census of Population and Housing: Employment Profiles of Selected Low-Income Areas;* an unpublished Ph.D. dissertation by Robert E. B. Lucas, "Working Conditions, Wage-Rates, and Human Capital: A Hedonic Study," which reduced the DOT job titles to the 295 1960 census occupations; *County Business Patterns;* and *Census Tracts.* The researcher will make a priori assumptions and place occupations in either the primary or secondary labor market based on the following job characteristics: Skill requirements; wage level; annual income earned in occupation both by full-time, full-year workers and by part-time, part-year workers; turnover; and qualitative working conditions.

6-061 EARLY CAREER ALIENATION AND SOCIOECONOMIC ATTAINMENTS OF A RURAL POPULATION

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Grant 91-55-72-49
Project completed fiscal year 1974

Luther B. Otto
November 1973

Report Descriptors: YOUNG MEN; JOB SATISFACTION; OCCUPATIONAL MOBILITY; ALIENATION; STATUS; CAREER PATTERNS

NTIS PB224956/3AS

6-062* EARLY RETIREMENT AND THE LABOR MARKET DYNAMICS OF OLDER WORKERS

YALE UNIVERSITY
NEW HAVEN, CONN.

Thomas Alton Gustafson, Doctoral Candidate; Dr. Guy H. Orcutt, Sponsor, Department of Economics

Grant 91-09-75-35
Project still in progress

Descriptors: ECONOMIC ANALYSIS AND ECONOMETRICS; MEN; NATIONAL LONGITUDINAL SURVEYS; OLDER WORKERS; PENSIONS; RETIREMENT

This report studies the labor market of older workers with particular emphasis on those who have opted for early retirement. A comprehensive look into the pros and cons of retirement, whether early or not, should lead to information on pensions, unemployment compensation, social security, and other retirement-related areas.

Data to be analyzed are from the Parnes National Longitudinal Survey conducted between 1966 and 1971. Five thousand men between 45 and 59 were interviewed, and information gathered should shed light on early retirement and its effects.

6-063 An Econometric Analysis of the Unemployment Insurance System in a Local Urban Labor Market

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.
AND
WAYNE STATE UNIVERSITY
DETROIT, MICH.

Stephen T. Marston, Doctoral Candidate; Dr. Malcolm S. Cohen, Sponsor, Institute of Labor and Industrial Relations

Grant 91-26-74-03
Project completed fiscal year 1975

Descriptors: UNEMPLOYMENT INSURANCE; ECONOMIC ANALYSIS AND ECONOMETRICS, UNEMPLOYMENT BENEFIT EXHAUSTEES, MICHIGAN, DETROIT

This study derived a model of the unemployment insurance (UI) system and its relationship to the labor market, estimated it with data from the Detroit standard metropolitan statistical area, and evaluated its potential use to forecast UI benefit amounts, insured unemployment, and UI exhaustions. It further used the model to analyze policy issues relating to UI and to simulate alternative UI systems that could be created by revising the provisions of the existing UI system.

A "labor turnover" view of the labor market was shown to be successful in explaining insured unemployment and UI benefit exhaustions and the process of job acquisition as a function of the duration of unemployment.

The researcher found that, in a tight labor market, the chances of a worker's finding a job diminish rapidly the longer the worker has been unemployed, largely because of the heterogeneity of the labor force and human capital depreciation during long unemployment.
September 1974

NTIS PB241335/AS

6-064 An Econometric Model of Minority Hiring among Manufacturing Industries

UNIVERSITY OF PENNSYLVANIA
PHILADELPHIA, PA.

Grant 91-42-72-33
Project completed fiscal year 1973

Peter Konijn
October 1973

Report Descriptors: HIRING PRACTICES, MINORITIES; DISCRIMINATION; MANUFACTURING, ECONOMIC ANALYSIS AND ECONOMETRICS

NTIS PB224809/AS

6-065* An Econometric Study of University of Massachusetts Faculty Salary Differentials

UNIVERSITY OF MASSACHUSETTS
AMHERST, MASS.

Emily P. Hoffman, Doctoral Candidate; Dr. Ronald G. Ehrenberg, Sponsor, Department of Economics

Grant 91-25-74-27
Project still in progress

Descriptors: WAGES; SALARY COMPARABILITY STUDIES; TEACHERS; UNIVERSITIES AND COLLEGES; WAGE DIFFERENTIALS; MALE/FEMALE; MINORITIES

This study is developing and testing a model to predict salaries of University of Massachusetts faculty to see if faculty are indeed rewarded more for research and publication than for teaching, administrative duties, or public service. In addition, the candidate seeks to determine how effectively the market mechanism functions to allocate professional resources at the university and whether female or minority group faculty members receive the same salaries and promotions as similarly qualified white males.

6-066 Economic and Psychological Analysis of Labor Mobility: A Study of the Indiana Secondary School Teacher

INDIANA UNIVERSITY FOUNDATION
BLOOMINGTON, IND.

Grant 91-16-68-13
Project completed fiscal year 1973

Robert E. Otlewski
September 1972

Report Descriptors: GEOGRAPHIC MOBILITY; ATTITUDES; LABOR MOBILITY; MOTIVATION; ECONOMIC ANALYSIS AND ECONOMETRICS; TEACHERS; JOB SATISFACTION; INDIANA

NTIS PB220904

6-067 Economic Aspects of Higher Education Taken Under the World War II GI Bill of Rights

THE OHIO STATE UNIVERSITY RESEARCH FOUNDATION
COLUMBUS, OHIO

Grants 91-37-70-34 and 91-39-71-34
Project completed fiscal year 1973

Thrainn Eggertsson
July 1972

Report Descriptors: GI BILL OF RIGHTS; ECONOMIC ANALYSIS AND ECONOMETRICS; VETERANS; GOVERNMENT POLICIES; UNIVERSITIES AND COLLEGES

NTIS PB211219/AS

***Ongoing project — final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS — report is available from National Technical Information Service.

6-068* ECONOMIC DEPRIVATION, OCCUPATIONAL IDEOLOGY, AND POLITICAL CHANGE: A STUDY OF ENGINEERS AND APPLIED SCIENTISTS IN CALIFORNIA

UNIVERSITY OF CALIFORNIA, BERKELEY
BERKELEY, CALIF.

Howard P. Greenwald, Doctoral Candidate; Dr. Harold L. Wilensky, Sponsor, Department of Sociology

Grant 91-06-73-28
Project still in progress

Descriptors: WORK ATTITUDES; ENGINEERS; SCIENTISTS; UNEMPLOYED; ATTITUDES; CALIFORNIA

This study is examining whether economic deprivation among unemployed engineers and applied scientists in the San Francisco Bay area causes: (1) Greater satisfaction or dissatisfaction with management practices observed during employment, (2) changes in occupational ideology, and (3) changes in political thinking.

The study will compare 250 individuals who have experienced unemployment during a recent year with 250 who have been steadily employed during the same period—the unemployed selected from a list furnished by the California Employment Development Department and the steadily employed from voter registration records.

6-069* AN ECONOMIC EVALUATION OF VOCATIONAL REHABILITATION IN LOUISIANA

LOUISIANA STATE UNIVERSITY
BATON ROUGE, LA.

Robert Charles Brown, Doctoral Candidate; Dr. Loren C. Scott, Sponsor, Department of Economics

Grant 91-22-75-31
Project still in progress

Descriptors: ASSESSMENT AND EVALUATION; COUNSELING AND GUIDANCE; DISADVANTAGED; EFFECTIVENESS OF PROGRAMS; HANDICAPPED; REHABILITATION; VOCATIONAL REHABILITATION; LOUISIANA

The primary thrust of this project is to perform an economic benefit-cost analysis of a vocational rehabilitation program in Louisiana. Private and social benefit-cost ratios will be computed and used to test the following hypotheses: (1) That significant private and social benefits can be derived from the program; (2) that these benefits will vary according to the extent to which an individual participates; and (3) that the magnitude of these benefits varies among certain subgroups.

Experimental and control group techniques will be used to gather data to evaluate the impact of services rendered by the program.

6-070 ECONOMICS AND THE BLACK EXODUS: AN ANALYSIS OF NEGRO EMIGRATION FROM THE SOUTHERN STATES: 1910-1970

STANFORD UNIVERSITY
STANFORD, CALIF.

Flora D. Gill, Doctoral Candidate; Dr. Paul A. David, Sponsor, Economics Department

Grant 91-06-71-27
Project completed fiscal year 1975

Descriptors: UNEMPLOYED; BLACKS; MIGRATION

This study examined the temporal variations in the migration rates of Southern blacks by utilizing regression analysis to analyze the explanatory potential of the following four hypotheses: (1) Variations in emigration flows are determined predominantly by economic factors; (2) decisions to migrate are subject to the constraints of finances and the location of friends; (3) individual mental dispositions toward migration are relatively stable; and (4) different minimum levels of incentives are required for persons with different tastes for migration. Employing these hypotheses, the researcher developed a uniform theoretical framework to account for the patterns of relative stability that exist in the variations of migration rates across States and age groups. These variations in the decision on outmigration and its location were explained as functions of expected wages, the size of the largest urban labor market, and the probability of having friends or relatives outside of the State of origin. An important analytical focus of the paper is the explicit description of the linkages that connect individual decisions to outmigrate with the aggregate migration data for an area, depicted by the "aggregate migration-supply curve." The regression analysis indicated that the two constraining variables of financing for the move and the location of friends are interactive ones in that the existence of friends is important not only as a source of information on specific job opportunities but also as a last resort of financial support. Still, the empirical analysis did establish a strong case for the hypotheses that by far the largest factor determining migration is the concern with pecuniary income.

1975

Report Descriptors: MIGRATION; GEOGRAPHIC MOBILITY; BLACKS; LABOR MOBILITY; SOUTHERN STATES

6-071 ECONOMICS OF JOB SEARCH: A BIRACIAL ANALYSIS OF JOB SEARCH BEHAVIOR IN URBAN MALE YOUTH AGED 18-21

INDIANA UNIVERSITY FOUNDATION
BLOOMINGTON, IND.

Grant 91-18-72-02
Project completed fiscal year 1973

Stanley P. Stephenson, Jr.
February 1973

Report Descriptors: JOB SEARCH, URBAN AREAS; ECONOMIC ANALYSIS AND ECONOMETRICS, JOB SEARCH; BLACK/WHITE; YOUNG MEN

NTIS PB216163/AS

6-072 THE ECONOMICS OF MILITARY MANPOWER SUPPLY IN CANADA

UNIVERSITY OF CALIFORNIA, BERKELEY
BERKELEY, CALIF.

Grants 91-06-71-07 and 91-06-72-16
Project completed fiscal year 1973

Ernie S. Lightman
November 1972

Report Descriptors: CANADA; ARMED FORCES; RECRUITMENT; LABOR SUPPLY; ECONOMIC ANALYSIS AND ECONOMETRICS; WAGES

NTIS PB213392/AS

6-073 THE ECONOMICS OF SEX DISCRIMINATION

DUKE UNIVERSITY
DURHAM, N.C.

Grant 91-37-72-26
Project completed fiscal year 1973

Janice F. Madden
September 1972

Report Descriptors: SEX DISCRIMINATION; ECONOMIC ANALYSIS AND ECONOMETRICS; MALE/FEMALE; MANPOWER UTILIZATION; WOMEN; LABOR MARKET BEHAVIOR

NTIS PB213477/AS

6-074 EDUCATION AND JOBS: A STUDY OF THE PERFORMANCE OF SOCIAL TASKS IN PUBLIC WELFARE

UNIVERSITY OF CALIFORNIA, BERKELEY
BERKELEY, CALIF.

Wilbur A. Finch, Jr., Doctoral Candidate; Dr. Robert Pruger, Sponsor, School of Social Welfare

Grant 91-06-74-16
Project completed fiscal year 1975

Descriptors: WELFARE PROGRAMS, WELFARE LEGISLATION, EDUCATION EFFECT ON CAREER PATTERNS; SOCIAL SERVICE EMPLOYEES

This exploratory study was concerned with the conditioning influence of the work environment and the relationships of differing levels of educational preparation to the helping behaviors of social service workers in public welfare. Definitions of helping behaviors that coincide with differences in educational preparation were combined into a scale of worker functions, and ways in which the organization conditions work behavior were identified. Differing methods by which the public welfare administrator can utilize knowledge about these relationships to achieve a more effective use of manpower resources were examined. A stratified random sample of 24 employees of a medium-sized public welfare organization was gathered so that different subpopulations, defined by educational preparation and position in the organization's hierarchy, could be compared. Data on each of these employees' working behavior were collected via observation, questionnaires, and interviews.

The results of this study suggest that the selection of an individual worker to provide a particular service may represent the selection of a technology to be used in addressing particular client needs. The shape of this technology is determined by the work environment and the particular ways in which the organization has chosen to prescribe some work assignments and leave others to the discretion of the employee. This technology is usually expressed in the joint interactions of social workers and clients as they define the problem to be solved.
1974

6-075 THE EFFECT OF BECOMING EMPLOYED ON SELF-IMAGE

UNIVERSITY OF SOUTHERN CALIFORNIA
LOS ANGELES, CALIF.

Grant 91-05-71-25 (formerly Grant 91-05-70-46)
Project completed fiscal year 1973

Herman Borenzweig
April 1973

Report Descriptors: EMPLOYMENT PATTERNS; ORIENTATION; REHABILITATION; STATUS; ATTITUDES; BEHAVIOR MODIFICATION

6-076 THE EFFECT OF EMPLOYMENT DECENTRALIZATION ON JOB OPPORTUNITY IN THE CENTRAL CITY, 1960 TO 1970

BROWN UNIVERSITY
PROVIDENCE, R.I.

Robert A. Moffitt, Doctoral Candidate, Dr. Benjamin Chinitz, Sponsor, Department of Economics

Grant 91-44-74-14-1
Project completed fiscal year 1975

Descriptors: HOUSING SEGREGATION; DESEGREGATION; LABOR SUPPLY; LABOR FORCE PARTICIPATION; COMMUTING; SUBURBAN AREAS; ECONOMIC ANALYSIS AND ECONOMETRICS

This study addressed the "mismatch hypotheses" that (1) Black workers in central-city ghettos have seen their job opportunities deteriorate over the past 20 years or so as a result of the suburbanization of blue-collar manufacturing firms, resulting in movement away from the ghetto of precisely those jobs for which many low-skilled blacks are well suited and (2) housing segregation, which restricts the suburbanization of blacks, prevents them

***Ongoing project — final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS — report is available from National Technical Information Service.

from moving closer to the suburbanizing jobs. The framework used in this study viewed metropolitan areas as divided into city and suburban labor markets, which are separate but interdependent. The interdependence of these two labor markets results from the commuting of residents from one market to the other. Transportation costs and city/suburb wage differences were considered the determinants of these commuting patterns.

The hypotheses were tested by estimating econometrically a simultaneous equations system of central-city/suburban-county labor supply and demand, using place-of-work data from the Census Bureau's County Business Patterns and place-of-residence data from the decennial Census of Population (for 30 metropolitan areas from 1960 to 1970).

The study found that white workers moved to the suburbs in great numbers during this period and that they often took suburban manufacturing jobs, thus leaving open their manufacturing jobs in the city. The movement was strong enough to offset the decentralization of manufacturing firms in the same period, resulting in a net increase in city manufacturing wages relative to suburban wages. These findings resulted in the rejection of the initial hypotheses and suggested that blacks' economic plight is more a result of confinement to low-wage industries than the movement of firms to the suburbs.
June 1975

6-077 THE EFFECT OF HOUSING DISCRIMINATION ON THE NEGRO'S JOURNEY TO WORK

UNIVERSITY OF CALIFORNIA, BERKELEY
BERKELEY, CALIF.

Grant 91-06-71-09
Project completed fiscal year 1974

William G. Moss
April 1973

Report Descriptors: ECONOMIC ANALYSIS AND ECONOMETRICS; RACIAL DISCRIMINATION; HOUSING SEGREGATION; COMMUTING; CALIFORNIA, SAN FRANCISCO BAY AREA

NTIS PB224773/AS

6-078* THE EFFECT OF INCOME MAINTENANCE PROGRAMS ON THE LABOR SUPPLY AND INCOMES OF LOW-INCOME HOUSEHOLDS

WASHINGTON UNIVERSITY
ST. LOUIS, MO.

Paul T. Dickinson, Doctoral Candidate; Dr. Frederic Q. Raines, Sponsor, Department of Economics

Grant 91-29-71-36
Project still in progress

Descriptors: INCOME MAINTENANCE; LABOR SUPPLY; LOW INCOME; LABOR FORCE PARTICIPATION

This project seeks to evaluate the potential impact of various income maintenance schemes on labor force participation and other dimensions of labor supply among key social and demographic groups. Three criteria of efficiency are being applied in comparing the different plans: (1) Minimization of the reduction in labor supply, (2) maximization of the degree to which households are raised above the poverty level, and (3) maximization of the proportion of gross expenditures on the program that shows up as a net increase in family income.

Estimates disaggregated by age, sex, race, marital status, and income group are being developed from data for a cross section of 40,000 low- and medium-income individuals drawn from the Census Bureau's Current Population Surveys for February and March 1966.

6-079* THE EFFECT OF TECHNOLOGY ON ORGANIZATIONAL STRUCTURE

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Michael Dinney, Doctoral Candidate; Dr. Kenneth P. Langton, Sponsor, Department of Political Science

Grant 91-26-72-11
Project still in progress

Descriptors: POLITICAL ACTION INSTITUTIONS; FARMWORKERS; UNIONIZATION; SOCIAL MOBILITY; MECHANIZATION; ATTITUDES; SOCIAL RELATIONSHIPS; CALIFORNIA, SAN JOAQUIN VALLEY

This study is concerned with the process by which a traditionally isolated sector of society—U.S. farmworkers—builds relations with social and political institutions. It examines patterns of social integration as shaped by mechanization, unionization, politicization, and social mobility.

For a sample of 200 farmworkers, 30 farm managers, and 30 farm operators in San Joaquin Valley, Calif., information is being obtained in extended personal interviews on personality, intelligence, values, attitudes, behavior, and background characteristics.

6-080 THE EFFECTS OF TITLE VII OF THE CIVIL RIGHTS ACT OF 1964 ON THE ECONOMIC POSITION OF MINORITIES

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Andrea H. Beller, Doctoral Candidate; Dr. James J. Heckman, Sponsor, Department of Economics

Grant 91-36-73-07
Project completed fiscal year 1975

Descriptors: RACIAL DISCRIMINATION; BLACKS; ECONOMIC POLICY; OCCUPATIONAL STATUS; CIVIL RIGHTS ACT (1964); MINORITIES

This study attempted to determine the real impact of title VII of the Civil Rights Act of 1964 on the economic position of minorities. Title VII, the "Equal Employment Opportunity" title, was designed to eliminate discrimination in employment through the use of economic pressure. A theoretical model was developed to measure the impact of enforcement of the employment provision, covering hiring, firing, discharge, and recall, and the wage provision, covering compensation, promotion, demotion, and seniority. The amount of enforcement was measured by the number or incidence of charges of discrimination filed with the Equal Employment Opportunity Commission by minority individuals in each State. The hypotheses that enforcement of the employment provision will increase minority employment in covered firms that remain in operation at the same location, while enforcement of the wage provision will decrease it, are supported by the estimates. These same effects are found for minority employment in the economy as a whole. A major empirical finding of the study was that the effect of enforcement of title VII on minority employment and wages varied directly with the amount of enforcement. The study also found that enforcement of the two provisions had a direct effect on relative wages. Policy-related conclusions were that: (1) The power to issue cease and desist orders should be given to the EEOC in order to deter the negative employment and wage effects caused by enforcement of the wage provision or (2) the law should be enforced selectively, emphasizing enforcement of the employment provision.
November 1974

Report Descriptors: EQUAL EMPLOYMENT OPPORTUNITY COMMISSION; BLACKS; DISCRIMINATION; EMPLOYMENT; ECONOMIC ANALYSIS

6-081 The Effect of Training upon the Level of Occupational Aspirations Toward Work for a Group of Young Negro Men from Low-Income Families

NEW YORK UNIVERSITY
NEW YORK, N.Y.

Grant 91-36-71-12
Project completed fiscal year 1973

Olivia P. Frost
December 1972

Report Descriptors: CAREER GOALS; YOUNG MEN; TRAINING EFFECTIVENESS AND IMPACT; LOW INCOME; BLACKS; WORK ATTITUDES; ON-THE-JOB TRAINING (OJT)

NTIS PB210881/AS

6-082* The Effects of Geographical Immobility on the Unemployment and Underemployment of Low-Income Area Residents

UNIVERSITY OF CALIFORNIA, BERKELEY
BERKELEY, CALIF.

Dennis M. Roth, Doctoral Candidate; Dr. Robert A. Gordon, Sponsor, Department of Economics

Grant 91-06-73-03
Project still in progress

Descriptors: HARDCORE; UNDEREMPLOYMENT; BLACKS; COMMUTING; GHETTO RESIDENTS; SEX DISCRIMINATION

This project is concerned with the extent to which the isolation of jobseekers from available jobs exacerbates sex and racial discrimination in employment, the mismatching of skills, and other factors associated with high unemployment and underemployment in the central cities. Its objectives are to determine: (1) The causes of high unemployment in the central city, especially among blacks; (2) the range of employment opportunities actually available in the suburbs; (3) the relative importance of transportation vis-a-vis other determinants of ghetto residents' chances of getting and holding jobs; (4) the characteristics of those most likely to benefit from improvements in transportation; and (5) the reasons why some of the urban poor have adapted to changes in employment location and others have not.

The Oakland-San Francisco Bay region is the primary setting for this research. The 1970 Census Profiles of Selected Low-Income Areas and data tapes from Dun and Bradstreet's DUNS Market Identifier File are its primary sources. Regression techniques are being used to measure and compare the availability of jobs accessible at various costs to low-income area residents and to estimate the "latent demand" of the central-city poor for transportation to jobs outside the central business district.

6-083* Empirical Tests of Job-Search Hypotheses: The Generation and Acceptance of Job Search

NORTH CAROLINA STATE UNIVERSITY
RALEIGH, N.C.

John T. Warner, Doctoral Candidate; J. C. Poindexter, Sponsor, Department of Economics

Grant 91-37-75-22
Project still in progress

Descriptors: DURATION OF UNEMPLOYMENT; EARNINGS; HUMAN CAPITAL; JOB SEARCH; LABOR FORCE PARTICIPATION

This study is an attempt to test empirically the following hypotheses advanced in the economics of job search literature: (1) Unemployed workers (job searchers) establish an optimal acceptance wage and generate job offers until they obtain the first offer exceeding the acceptance wage, which is then accepted, and (2) in an imperfectly informed labor market in which nominal wage

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***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

offers are generally rising, job searchers may fail to perceive that wage offers are rising and establish lower than optimal acceptance wages. The study will also attempt to estimate determinants of the weekly probability of leaving unemployment, or alternatively the average duration of unemployment, for various demographic groups. Finally, an individual's hourly earnings will be estimated as a function of his or her stock of human capital (education and work experience) and personal characteristics (race and sex) and of general labor market conditions in the area in which the individual is working (area unemployment rate in the particular occupation).

For this study, a variety of statistical analyses will be performed on data derived from the 1970 Census Employment Survey.

6-084* Employment Turnover and Wage Dynamics in U.S. Manufacturing

UNIVERSITY OF MINNESOTA
MINNEAPOLIS, MINN.

John F. Geweke, Doctoral Candidate; Dr. Christopher Sims, Sponsor, Department of Economics

Grant 91-27-75-03
Project still in progress

Descriptors: EARNINGS; ECONOMIC ANALYSIS AND ECONOMETRICS; FRICTIONAL UNEMPLOYMENT; LABOR DEMAND; LAYOFFS; LABOR MARKET INFORMATION; MICROLEVEL ANALYSIS; TURNOVER; UNEMPLOYMENT INSURANCE; WAGES

This study will examine the relationship between labor turnover and other economic variables, especially wage changes and layoff/seniority policies.

The analysis will consist of two parts.

1. Development of a microeconomic labor market model in which firms and employees make decisions concerning output, employment, and wages under conditions of uncertainty about the future and about each others' behavior. Under the assumption that labor turnover and wage levels in a given industry reflect the employment preferences of workers and the price sequences facing firms in that industry, there is some evidence that the greater the shortrun fluctuations in the industry's prices, the greater are both the mean layoff rate and the mean adjusted straight-time wage. This hypothesis will be tested empirically with cross-section data from U.S. manufacturing for the period 1932-72 (Standard Industrial Classification 3-digit industries). The model will also be tested by incorporation of several policy instruments, including employer-financed unemployment insurance, price reduction, and reductions in the cost of obtaining labor market information.

2. An attempt to clarify the degree of real or apparent causality among different components of the model (for example, the possibility that changes in product prices follow movements in nominal wages, with no feedback from prices to wages).

6-085* Estimating the Distribution of the Demand for Workers in the U.S. Economy

BOSTON COLLEGE
CHESTNUT HILL, MASS.

Paul L. Altieri, Doctoral Candidate; Dr. Ann F. Friedlaender, Sponsor, Department of Economics

Grant 91-25-74-37
Project still in progress

Descriptors: PRODUCTIVITY; LABOR DEMAND; LABOR SUPPLY; INPUT-OUTPUT MODELS; FEDERAL FUNDING

The researcher will extend an input-output framework to encompass different job skills and abilities and utilize it to analyze the demand impact upon different types of labor resulting from different government expenditure programs.

The output for the entire economy by industry will be estimated through use of: (1) The industry input-output study published by the Office of Business Economics, U.S. Department of Commerce, *Input-Output Structure of the U.S. Economy: 1963*; (2) the Bureau of the Census' *Occupation by Industry for 1960*; and (3) the *Dictionary of Occupational Titles* of the Department of Labor.

6-086 An Evaluation of an NAB-JOBS Training Program for Disadvantaged Workers

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Grant 91-53-70-08
Project completed fiscal year 1974

John F. Baum
December 1973

Report Descriptors: JOB OPPORTUNITIES IN THE BUSINESS SECTOR (JOBS); DISADVANTAGED; WOMEN; BLUE-COLLAR WORKERS; BASIC EDUCATION; ASSESSMENT AND EVALUATION; ATTITUDES; ON-THE-JOB TRAINING (OJT)

NTIS PB226792/AS

6-087* Examination of Selected Personal and Organizational Variables as They Relate to Expectancy Theory Cognitions for Salaried Employees

MICHIGAN STATE UNIVERSITY
EAST LANSING, MICH.

Larry Mainstone, Doctoral Candidate; Dr. Douglas T. Hall, Sponsor, Department of Management

Grant 91-26-75-32
Project still in progress

GPO—report is available from Government Printing Office.
MA—report is available from Manpower Administration.
See page iii for further information about ordering reports.

Descriptors: TRANSPORTATION EQUIPMENT INDUSTRY; JOB SATISFACTION; MOTIVATION; WORK ATTITUDES; OCCUPATIONAL MOBILITY

This project will examine selected personal and organizational variables used in measuring motivation of salaried employees. Organizational behavior will be explained and predicted by use of the expectancy theory, with particular emphasis on investigating the following hypotheses: (1) The more an employee perceives his or her supervisor as being competent, the higher will be the employee's expectancy level. (2) Employees who see their supervisor as being supportive will not have a higher mean instrumentality level than employees who see their supervisor as less supportive. (3) The more helpful feedback an employee receives from his supervisor, the higher the employee's mean instrumentality level will be. (4) The more employees perceive their supervisor as being credible, the higher will be the employees' mean level for supervisory-mediated rewards.

The researcher will use Vroom's model of expectancy, which includes the concepts of valence, expectancy, instrumentality, and force. The results will be used to improve organizational effectiveness by suggesting how organizations can be more effective in motivating employees to high performance.

6-088 The Expectancy Theory of Motivation: A Model of Job Selection

PENNSYLVANIA STATE UNIVERSITY
UNIVERSITY PARK, PA

Grant 91-42-73-08
Project completed fiscal year 1973

John E. Sheridan
April 1973

Report Descriptors: MOTIVATION; RECRUITMENT; JOB SEARCH; HEALTH MANPOWER; NURSES; MODELS

NTIS PB219623/AS

6-089* An Exploratory Study of the Emotional Reactions and Subsequent Adjustments of Workers Who Lost Their Jobs as a Result of a Plant Closing in a Small Company Town in Southwest Virginia

VIRGINIA POLYTECHNIC INSTITUTE AND STATE UNIVERSITY
BLACKSBURG, VA

Walter G. Strange, Doctoral Candidate; Dr. Felician F. Foltman, Sponsor, School of Industrial and Labor Relations, Cornell University

Grant 91-51-74-38
Project still in progress

Descriptors: ADJUSTMENT; DISADVANTAGED; JOB LOSS; PLANT SHUTDOWN; EMPLOYMENT TERMINATION; LAYOFFS; VIRGINIA, SALTVILLE

Forty residents of Saltville, Va., who lost their jobs when the town's major employer closed its plant in 1971 will be interviewed to determine the nature and range of their emotional reactions and adjustment to job loss.

The sample includes 16 men who have found new, full-time jobs, 16 who are still unemployed, and 8 who have voluntarily retired. The project will: (1) Describe and analyze the emotional process each group went through from the time the closing was announced to the present; (2) compare group response differences associated with differences in employment status; and (3) develop individual case histories to highlight particularly adaptive and maladaptive patterns of adjustment.

6-090* The Female Insured Unemployed: An Empirical Study

UNIVERSITY OF MISSOURI
COLUMBIA, MO.

Phyllis D. Altrogge, Doctoral Candidate; Dr. David W. Stevens, Sponsor, Department of Economics

Grant 91-29-75-13
Project still in progress

Descriptors: DUAL LABOR MARKETS; DURATION OF UNEMPLOYMENT; ECONOMIC ANALYSIS AND ECONOMETRICS; EMPLOYMENT PATTERNS; JOB SEARCH; LABOR FORCE PARTICIPATION STRUCTURAL UNEMPLOYMENT; UNEMPLOYED; UNEMPLOYMENT INSURANCE; WOMEN; MISSOURI, ST. LOUIS

The intent of this study is to examine the job search and employment experience of a group of insured unemployed women over a period of time in order to identify what conditions or constraints will cause their job search behavior to differ from that of unemployed men. Both neoclassical and dual labor market theories will be considered, and it is hypothesized that the job search strategy adopted by the unemployed women will have less effect on the length of time they remain unemployed than will structural variables that determine labor demand.

To complete the research, two economic models will be constructed and econometric analyses carried out. The first model will test hypotheses derived from neoclassical theory and will include economic variables as well as personal characteristics data. A second model will focus on the secondary labor market proposed by dual labor market theorists. Separate regressions will be run for different race and sex groups. The primary source of data is a survey of unemployment insurance claimants in two cities of Missouri, conducted by the Missouri Department of Employment Security.

6-091* Fifteen Years After High School—The Impact of the Adolescent Social

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***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

SYSTEM ON SUBSEQUENT OCCUPATIONAL ACHIEVEMENT

THE JOHNS HOPKINS UNIVERSITY
BALTIMORE, MD.

Lloyd V. Temme, Doctoral Candidate; Dr. James S. Coleman, Sponsor, University of Chicago

Grant 91-24-74-01
Project still in progress

Descriptors: EMPLOYMENT PATTERNS; LABOR FORCE BEHAVIOR; OCCUPATIONAL CHOICE; OCCUPATIONAL MOBILITY; SOCIAL RELATIONSHIPS; CAREER GOALS; MEN; EDUCATION EFFECT ON CAREER PATTERNS

This project will: (1) Analyze the career patterns and occupational achievements of men in their early thirties; (2) assess the long-range influence of the high school social system on occupational achievement; and (3) compare the effects of family, school, and peers on routes to occupational achievement.

Using a socioeconomic life-cycle approach, the researcher will analyze data from a followup investigation of 10,000 men first surveyed as high school seniors in northern Illinois in 1957.

6-092* THE FORMATION OF MULTIRACIAL WORK FORCES IN THE COAL INDUSTRY, 1880-1930: A COMPARATIVE SOCIOHISTORICAL ANALYSIS

UNIVERSITY OF CALIFORNIA, LOS ANGELES
LOS ANGELES, CALIF.

Stephen Brier, Doctoral Candidate; Dr. John Laslett, Sponsor, Department of History

Grant 91-06-73-34
Project still in progress

Descriptors: MINING; MIGRATION; GEOGRAPHIC MOBILITY; OCCUPATIONAL MOBILITY; MINORITIES

This study will attempt to develop a historical perspective on questions of work force formation, labor migration, and cultural and occupational adjustment of ethnic and racial minority workers through an analysis of the influx of these workers into the coal mining industry during the late 19th and early 20th centuries. It will concentrate on the experiences of southeast European mineworkers in Pennsylvania's northern anthracite field around the Scranton and Wilkes-Barre area and of black mine workers in the southern West Virginia smokeless coal field.

The study will combine a traditional historical approach to data and research material with statistical and quantitative analysis. This approach will use both qualitative materials (such as labor newspapers, written and oral reminiscences, manuscript and archival holdings, and church records) and hard data from government studies, coal company records, and census materials.

6-093 FUTURE ACHIEVEMENT ORIENTATIONS, JOB TRAINING AND ECONOMIC SUCCESS

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Robert L. Hubbard, Doctoral Candidate; Dr. Joseph Veroff, Sponsor, Department of Psychology

Grant 91-26-71-46
Project completed fiscal year 1975

Descriptors: EMPLOYMENT OPPORTUNITIES; INCENTIVES; ASPIRATIONS; MOTIVATION; JOB STABILITY

This study attempted to develop viable recommendations for training programs. It had a fourfold purpose: (1) To examine what is meant by the term "future orientation"; (2) to develop measures of the construct of future achievement orientation; (3) to determine the nature of background factors and events that influence the level of future achievement orientations; and (4) to determine how future achievement orientations contribute to long-term economic success and the attainment of career goals.

A number of design strategies and data analysis techniques were employed in order to investigate these issues. Originally, a quasi-experimental design was employed in interviewing groups of respondents at an area manpower skills center during application, upon enrollment, near completion, and after graduation. Eighteen months later, 70 percent of the respondents were reinterviewed in order to account for a few major differences in experience between the interviews.

Background, previous employment, labor market, and amount of training experience were not associated with the initial measures of motive and planning components.

Major findings were: (1) As the amount of training completed increased, expectations increased; (2) the outcome of training, together with the pattern of labor market conditions, had a dramatic impact on the levels of all reinterview measures; (3) men who completed training and were placed in jobs that did not relate to their training suffered a decrease in all aspects of future orientation; and (4) the connection of immediate activity to future goals was critical for the success of program graduates.

September 1974

6-094* GOVERNMENT EEO PROGRAMS AND WHITE-COLLAR EMPLOYMENT OF MINORITY GROUPS AND WOMEN IN FEDERAL AGENCIES, 1963-74

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Mary Eisner Eccles, Doctoral Candidate; Dr. Richard B. Freeman, Sponsor, Department of Economics

Grant 91-25-75-33
Project still in progress

Descriptors: DISCRIMINATION; EQUAL EMPLOYMENT OPPORTUNITY COMMISSION; MINORITIES; WOMEN; WHITE-COLLAR OCCUPATIONS

This research will determine the impact of affirmative action programs on the employment of minority groups and women in the Federal Government in the last decade. Particular emphasis will be on upper-level jobs where representation of minorities is scarce and on studying why certain differences in race and sex provide obstacles to some occupations and retard mobility through the ranks.

Empirical analysis of differences in occupational and promotional patterns of race/sex groups will be undertaken as well as four case studies evaluating the effectiveness of particular strategies adopted by Government agencies to meet their equal employment opportunity responsibilities. Samples of individual employment records compiled by the Civil Service Commission, which contain information on personal, educational, locational, and job characteristics will be the principal source of data.

6-095 THE IMPACT OF FISCAL REDISTRIBUTIVE POLICIES ON THE SUPPLY OF LABOR: FIVE ESSAYS IN ECONOMIC THEORY AND PROGRAM DESIGN

MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASS.

Grant 91-25-71-19
Project completed fiscal year 1973

Jonathan R. Kesselman
July 1972

Report Descriptors: ECONOMIC ANALYSIS AND ECONOMETRICS; LABOR FORCE BEHAVIOR; GOVERNMENT POLICIES; INCOME MAINTENANCE; LABOR SUPPLY; FISCAL POLICY; ECONOMIC POLICY

NTIS PB209568/AS

6-096 THE IMPACT OF RULES AND REGULATIONS PROHIBITING SEX DISCRIMINATION IN EMPLOYMENT: A STUDY OF RESPONSE PATTERNS OF EMPLOYERS IN OREGON

UNIVERSITY OF OREGON
EUGENE, OREG.

Grant 91-41-72-47
Project completed fiscal year 1974

Lois Ann Martin Bronfman
September 1973

Report Descriptors: LABOR DEMAND; SEX DISCRIMINATION; WOMEN; INDUSTRY PRACTICES; EQUAL EMPLOYMENT OPPORTUNITY COMMISSION; CIVIL RIGHTS ACT (1964); OREGON

NTIS PB222592/AS

6-097* THE IMPACT OF THE 4-DAY WORKWEEK ON HOSPITALS

TEXAS TECHNOLOGICAL UNIVERSITY
LUBBOCK, TEX.

William Clint Johnson, Doctoral Candidate; Dr. John Wittman, Sponsor, Department of Economics

Grant 91-48-72-37
Project still in progress

Descriptors: WORK SCHEDULES; HOSPITALS; HEALTH MANPOWER; WORK ATTITUDES; ATTITUDES

This study is considering the costs, efficiency, and employment implications of placing hospital personnel on a 10-hour day, 4-day week work schedule.

With the help of the American Hospital Association, the researcher has compiled a list of all U.S. hospitals known to have adopted the 4-day workweek. Through a combination of interviews and personal visits, administrators of a sample of these hospitals will be questioned about their reasons for undertaking the arrangement and their experiences with it and asked to obtain their employees' cooperation in completing a questionnaire to gauge employee attitudes toward the 4-day workweek. Following a preliminary analysis of the questionnaire returns, additional visits will be made to selected hospitals to test the validity of the conclusions.

6-098* THE IMPACT OF THE WORK ENVIRONMENT ON LIFE OUTSIDE THE JOB: A STUDY OF THE BASIC INTERACTION BETWEEN WORK, ENVIRONMENT, AND THE PATTERNS AND DYNAMICS OF LEISURE-TIME ACTIVITIES

MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASS.

Robert Karasek, Jr., Doctoral Candidate; Martin Rein, Sponsor, Department of Civil Engineering and Urban Studies

Grant 91-25-75-17
Project still in progress

Descriptors: DATA SOURCES AND USE; JOB SATISFACTION; LEISURE; LIFESTYLES; SOCIAL REINFORCEMENT; WORK ENVIRONMENT; WORK ROLES; SWEDEN

This study will examine how patterns of working life in advanced industrial societies affect the active and creative patterns in the leisure sphere of life. Two hypotheses are presented to explore the relationships between work and leisure activities.

One will attempt to show active social leisure as a stress-management mechanism and its effect on the mental health "outcome" of work. The second hypothesis proposes that job experience socializes workers into patterns of action which follow through to leisure hours.

Data will be taken from the Swedish Standard of Living Study (1968-1974) which will be analyzed and consolidated for use with the U.S. Survey of Working Condi-

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***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

tions (1968-1971). Various models dealing with stress and mental health will be used to correlate the two studies.

6-099* THE IMPACT OF U.S. TAX LAWS ON THE LABOR SUPPLY OF MARRIED WOMEN

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Harvey S. Rosen, Doctoral Candidate; Dr. Martin S. Feldstein, Sponsor, Department of Economics

Grant 91-25-74-06
Project still in progress

Descriptors: WOMEN, INCOME TAX, EARNINGS; LABOR SUPPLY, WAGE EARNERS, WORK SCHEDULES; ECONOMIC ANALYSIS AND ECONOMETRICS; NATIONAL LONGITUDINAL SURVEYS

This study seeks to assess the effect of income tax laws on married women's earnings. In earlier studies of wives' work decisions, a wife's wage was taken as a function of her "characteristics" (education, age, etc.). In this model, the hours-worked equation is set forth in terms of the parameters which describe the wage-hour locus rather than wage alone.

Earlier studies also assumed that individuals react with zero "tax illusion," i.e., that the perceived shifts in the wage-hour locus are the same as the actual ones. In this model, a major purpose will be to test this assumption.

The study utilizes the National Longitudinal Survey of women aged 30 to 44, which contains data on variables unavailable to earlier investigators (such as attitudinal indicators, estimates of child-care and transportation costs, and measures of the usual number of hours worked per week). These data will be analyzed in a simultaneous econometric model derived on the basis of a microeconomic theory of the labor-leisure choice.

6-100 THE IMPLEMENTATION OF FEDERAL MANPOWER POLICY, 1961-1971: A STUDY IN BUREAUCRATIC COMPETITION AND INTERGOVERNMENTA RELATIONS

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Grant 91-34-70-39
Project completed fiscal year 1973

Joseph H. Ball
August 1972

Report Descriptors: GOVERNMENT POLICIES; BUREAUCRACY, STATE AND LOCAL GOVERNMENTS; MANPOWER DEVELOPMENT; INTERAGENCY RELATIONS; IMPACT OF MANPOWER POLICIES; NATIONAL MANPOWER POLICY

NTIS PB210656/AS

6-101* IMPLEMENTATION OF JOB DESIGN — WITH OR WITHOUT EMPLOYEE PARTICIPATION?

YALE UNIVERSITY
NEW HAVEN, CONN.

Irmtraud Streker, Doctoral Candidate; Dr. J. Richard Hackman, Sponsor, School of Organization and Management

Grant 91-09-75-34
Project still in progress

Descriptors: PARTICIPANT-OBSERVER METHODOLOGY; JOB RESTRUCTURING; MANAGEMENT-WORKER COLLABORATION IN JOB STRUCTURING

This project will investigate the effect of using a participative approach to job redesign by comparing it with the approach most frequently used, in which managers and consultants redesign the job and employees receive the redesign without input. By use of a 4-day controlled workshop, the researcher will set up a simulated work setting and compare groups without interaction between managers and employees and groups in which both managers and employees participate in job redesign.

A questionnaire will be answered by all participants and combined with the observer's comparisons and statistical analysis to determine differences between the groups and to check for differences brought about by the experimental setting.

6-102 THE IMPLICATIONS OF SEARCH UNEMPLOYMENT FOR LABOR MARKET BEHAVIOR AND THE PHILLIPS CURVE

YALE UNIVERSITY
NEW HAVEN, CONN.

Grant 91-09-71-42
Project completed fiscal year 1974

Goeffry Richard Hyland Woglom
January 1974

Report Descriptors: UNEMPLOYMENT/INFLATION TRADEOFF; LABOR MARKET BEHAVIOR; JOB SEARCH; ECONOMIC ANALYSIS AND ECONOMETRICS

NTIS PB228426/AS

6-103* INDUSTRIALIZATION, POPULAR RESPONSES, AND THE USES OF THE AMERICAN POLITICAL SYSTEM. AN EXAMINATION OF LABOR AND POLITICAL ACTION IN COMMUNITIES OF DIVERSE ECONOMIC AND SOCIAL CHARACTER, 1880-1900

UNIVERSITY OF ROCHESTER
ROCHESTER, N.Y.

GPO – report is available from Government Printing Office.
MA – report is available from Manpower Administration.
See page iii for further information about ordering reports.

Leon R. Fink, Doctoral Candidate; Dr. Herbert G. Gutman, Sponsor, Department of History

Grant 91-36-74-40
Project still in progress

Descriptors: INDUSTRIAL MANAGEMENT; INDUSTRY PRACTICES; POLITICAL ACTION INSTITUTIONS; LABOR LAWS; TECHNOLOGY AND TECHNOLOGICAL CHANGE

As groundwork for a larger study of social adaptation to large-scale technological change, the project investigates the adjustment of selected communities to technological change in the period 1880-1900.

Data will be obtained for each community on: (1) Community background (from local histories, including business histories, autobiographies, etc.); (2) the working population and leadership groups (from manuscript census, Federal and State census reports, city directories, etc.); (3) local problems and political response (from local newspapers, national labor newspapers, and municipal archives); and (4) resolution of problems (from newspapers, papers, and correspondence).

6-104* INEQUALITY AND URBAN CRISIS

MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASS.

Sheldon H. Danziger, Doctoral Candidate; Dr. Jerome Rothenberg, Sponsor, Department of Economics

Grant 91-25-74-22
Project still in progress

Descriptors: URBAN PROBLEMS; URBAN AREAS; INCOME; INCOME DIFFERENTIALS; INCOME MAINTENANCE

This study will explore how and to what extent inequality of income distribution worsens urban problems. The hypothesis is that aside from the general impact of poverty, differences throughout the income spectrum in privilege and opportunity aggravate urban problems and give them a distinctive cast.

A model will be estimated with census data from a sample of over 200 SMSA's. The sample will be stratified to test whether a given specification applies to some or all of the SMSA's. In addition, a first-difference version contrasting changes in urban conditions between 1960 and 1970 will be estimated for the 65 largest SMSA's.

6-105 THE INFLUENCE OF SOCIAL SUPPORT AND RELATED VARIABLES IN AMELIORATING THE CONSEQUENCES OF JOB LOSS

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Grant 91-26-72-22
Project completed fiscal year 1974

Susan Gore
June 1973

Report Descriptors: JOB LOSS; UNEMPLOYED; URBAN AREAS; RURAL AREAS

NTIS PB222778/AS

6-106* INSTITUTIONAL RACISM: FORMS OF DISCRIMINATIN IN MERIT AND NONMERIT HIRING AND PROMOTION

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Barbara N. Carter, Doctoral Candidate; Dr. Howard Schuman, Sponsor, Department of Sociology

Grant 91-26-71-47
Project still in progress

Descriptors: EMPLOYER ATTITUDES; RACIAL DISCRIMINATIO N; UPGRADING; ORGANIZATIONAL STRUCTURE; HIRING PRACTICES

This project explores racial differentials in hiring and promotion practices across and within occupations and organizations to ascertain: (1) The extent to which such differentials are attributable to employer discrimination or to differences in education and experience and (2) the relationship of organizational structure and functions to different forms of discriminatory barriers. It is testing the hypothesis that even when the mechanisms of discrimination produce the same outcome, their operation ranges from formal and impersonal in rules-oriented, highly centralized, bureaucratic organizations to informal, interpersonal, and ad hoc in participatory, human relations organizations.

The researcher is canvassing firms selected from Michigan areas with comparable groups of black labor. The sample, consisting of 10 organizations employing 150 workers or more, includes two public welfare agencies to represent conditions of "merit" employment. Within each organization, interviews are being conducted with 50 employees in each of three categories: Policymakers and administrators, managers and supervisors, and rank-and-file workers. Supplemental information is being gathered from company policy papers and through participant observation.

6-107 INTERAREA EDUCATIONAL EARNINGS DIFFERENTIALS: A CROSS-SECTION ANALYSIS

WASHINGTON UNIVERSITY
ST. LOUIS, MO.

Dismas B. Kalcic, Doctoral Candidate; Dr. Edward D. Kalachek, Sponsor, Department of Economics

Grant 91-29-72-30
Project completed fiscal year 1975

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

Descriptors: WAGE DIFFERENTIALS; WAGE STRUCTURE; EARNINGS; LABOR DEMAND; LABOR SUPPLY; ECONOMIC ANALYSIS AND ECONOMETRICS

This study was designed to explain the earnings differentials between metropolitan areas for six labor types, identified by level of education—grades 0-7, 8, 9-11, 12, 13-15, and 16 or more. Multiple regression equations, based on 1960 census and related data, indicate that: (1) The earnings of men in all labor types are significantly related to the cooperating labor force in an area; (2) area unionization provides a significant explanation for the interarea earnings differentials of all labor types, both male and female; (3) the earnings of the lowest labor type are related primarily to the extent of area unionization and to the percentage of the type in the area labor force; (4) the earnings of women are affected by the relative numbers of women and men in the labor force, with minority women of the lowest labor type suffering discrimination; and (5) a North-South regional differential exists for women but not for men. These results indicate that the forces that determine earnings are different for women than for men.

November 1974

Report Descriptors: EARNINGS; EDUCATION; WOMEN; MEN; UNIONIZATION; UNSKILLED WORKERS; URBAN AREAS

NTIS PB238319/AS

6-108* Interindustry Wage Differentials Among Unionized Motortruck Drivers for Private Carriers in a Local Labor Market: A Case Study

WAYNE STATE UNIVERSITY
DETROIT, MICH.

Ira Terry Kay, Doctoral Candidate; Dr. Mark L. Kahn, Sponsor, Department of Economics

Grant 91-26-75-38
Project still in progress

Descriptors: TRUCKING INDUSTRY; LABOR MARKET; WAGE STRUCTURE; UNIONS; WAGE DIFFERENTIALS; MICHIGAN, DETROIT

This project will study the interindustry wage differentials of unionized truckdrivers. Emphasis is put on examining local labor markets and also on studying the industrial wage structure of individual occupations to gain insight into the workings of the labor market.

Truckdrivers were chosen because of: (1) Vast data accumulated by the Bureau of Labor Statistics and the 1970 census and (2) the vast dispersion among wages of truckdrivers in different industries. Regression analysis will be conducted on the BLS data and also data from the Michigan Directory of Manufacturers.

6-109 The Interrelationship between Female Employment and Fertility: A Secondary Analysis of the Growth of American Families Study, 1960

THE FLORIDA STATE UNIVERSITY
TALLAHASSEE, FLA.

Grant 91-12-71-53
Project completed fiscal year 1974

Geraldine B. Terry
June 1973

Report Descriptors: EMPLOYMENT PATTERNS; LABOR FORCE PARTICIPATION FERTILITY; WOMEN

NTIS PB223239/AS

6-110* Intraorganizational Occupational Mobility: The Influences of Structure, Environment, and Labor Force Attributes on Internal Manpower Flows

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Robert M. Groves, Doctoral Candidate; Dr. Paul M. Siegel, Sponsor, Department of Sociology

Grant 91-26-74-28
Project still in progress

Descriptors: OCCUPATIONAL MOBILITY; LABOR FORCE PARTICIPATION LABOR SUPPLY; OCCUPATIONAL STRUCTURE; INTERFIRM MOBILITY; ORGANIZATIONAL STRUCTURE; MICHIGAN, DETROIT

The researcher will investigate the effects on the organization of occupational mobility within firms. The analytic design has three major components: (1) Examination of total occupational mobility into, between, and within employer components; (2) documentation of variations in patterns of mobility at the intraestablishment, interemployer, and interindustry levels; and (3) identification and partitioning of influences on occupational mobility of organizational structure, environmental constraints, and work force attributes.

The sample survey data to be examined are measures of 122 business establishments collected by the Detroit Area Study for the Detroit SMSA between April and June 1972.

6-111 An Investigation of the Causes of Intrafirm Upward Mobility Among Selected Apprentice-Trained Skilled Craftsmen

THE UNIVERSITY OF TENNESSEE
KNOXVILLE, TENN.

Grant 91-47-72-48
Project completed fiscal year 1974

Clarence H. Barnes
July 1973

Report Descriptors: APPRENTICESHIP; UPGRADING; OCCUPATIONAL MOBILITY; CRAFT WORKERS; MANPOWER UTILIZATION; TENNESSEE VALLEY AUTHORITY

NTIS PB224847/AS

6-112 An Investigation of the Influence of the In-School Neighborhood Youth Corps on Employment and Earnings Capacity in Houston, Texas

UNIVERSITY OF HOUSTON
HOUSTON, TEX.

Grant 91-48-72-05
Project completed fiscal year 1974

Charles J. Ellard
1974

Report Descriptors: NEIGHBORHOOD YOUTH CORPS (NYC); YOUTH; BLACK/WHITE; EDUCATIONAL ATTAINMENT; MANPOWER UTILIZATION; EARNINGS; DROPOUTS; TEXAS, HOUSTON

NTIS PB236219/AS

6-113* Investigation of Unionized Contract Construction Wage Changes: A Microanalysis 1960-1971

BOSTON COLLEGE
BOSTON, MASS.

Clark G. Ross, Doctoral Candidate; Dean Donald J. White, Sponsor, Department of Economics

Grant 91-25-75-11
Project still in progress

Descriptors: CONSTRUCTION INDUSTRY; CRAFT WORKERS; MICRO-LEVEL ANALYSIS; UNION IMPACT; WAGE DIFFERENTIALS; WAGES; ECONOMIC ANALYSIS AND ECONOMETRICS

This study will analyze wage changes in the construction industry for the period 1960 to 1971 by attempting to identify and analyze the significant economic and institutional factors that influenced wage changes for three selected crafts.

A structural model will be constructed which will include four independent economic variables (local unemployment rate, change in productivity, change in Consumer Price Index, and presence of a strike) and the institutional influence of wage spillovers. The past wage change of a particular craft will be included as an additional independent variable, and the system will be tested using the standard two-stage least squares regression procedure. Data for the project will be derived from information collected by the Construction Industry Stabilization Committee (CISC).

6-114* Job Involvement as a Moderator of the Effects of Job and Life Stress on Job-Related Strain

COLORADO STATE UNIVERSITY
FORT COLLINS, COLO.

Jack N. Singer, Doctoral Candidate; Dr. James F. Gavin, Sponsor, Department of Psychology

Grant 91-08-75-21
Project still in progress

Descriptors: ADJUSTMENT; ALIENATION; ASPIRATIONS; JOB SATISFACTION; MOTIVATION; ORGANIZATIONAL ENVIRONMENT; QUALITY OF EMPLOYMENT; WORK ATTITUDES

The goal of this research is to develop a useful model for predicting job-related strain, focusing on: (1) Job stress factors (role ambiguity, workload, utilization of abilities, participation, and responsibility for people); (2) life stress factors (recent death of close family member, marital separation or divorce, and change of residence); and (3) job involvement. In addition to the development of a prediction model, the following hypotheses will be tested: (1) The "fit discrepancy" between one's needs or desires and job opportunities is positively related to job-related strain; (2) life stress and job-related strain are positively related; and (3) the relationships between fit discrepancy and job-related strain and between life stress and job-related strain are significantly moderated by job involvement. Sex differences will also be examined.

To complete this study, the candidate will obtain a sample of blue- and white-collar workers from two large organizations and anonymous job questionnaires to gather data. Multiple regression analysis will then be performed on the results.

6-115* Job Search and Quit Behavior of Employed Household Heads

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Matthew Black, Doctoral Candidate; Dr. George B. Johnson, Sponsor, Department of Economics

Grant 91-26-75-19
Project still in progress

Descriptors: DURATION OF UNEMPLOYMENT; ELASTICITY OF LABOR SUPPLY; HUMAN CAPITAL; INTERFIRM MOBILITY; JOB SEARCH; LABOR MOBILITY; PROBABILITY MODELS; ECONOMIC ANALYSIS AND ECONOMETRICS; TURNOVER; UNEMPLOYMENT/INFLATION TRADE-OFF

The study will attempt to identify the determinants of voluntary quits and to assess both the extent of labor mobility arising from these worker-initiated job separations and their impact on individual earnings.

Theoretical models of job search and job quit behavior of employed household heads will incorporate some 10 basic hypotheses concerning the sequential decisions

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***Ongoing project — final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS — report is available from National Technical Information Service.

made by workers seeking to optimize their labor market adjustment in different economic circumstances. The models will be weighed against data derived from the Panel Study of Income Dynamics, conducted by the Survey Research Center, Institute for Social Research, University of Michigan, from 1968 to 1974. This longitudinal survey includes a panel consisting of approximately 1,900 poor families and a second panel of about 2,300 families in all income groups. Search-quit decisions will be treated as dependent variables to be tested empirically against the socioeconomic characteristics and work histories of the panel members.

6-116* JOB SEARCH BEHAVIOR: AN ANALYSIS OF THE DETERMINANTS OF JOB SEARCH DURATION

UNIVERSITY OF WASHINGTON
SEATTLE, WASH.

Suresh Malhotra, Doctoral Candidate; Richard W. Parks, Sponsor, Institute for Economic Research

Grant 91-53-74-45
Project still in progress

Descriptors: JOB SEARCH; DURATION OF UNEMPLOYMENT

The primary purpose of this project is to identify some of the economic, social, and institutional constraints on unemployed persons and to analyze their influence on the duration of the job search.

Data are being drawn from the 1966 and 1967 Survey of Economic Opportunity research computer file. Multiple regression analysis will be applied to search duration equations which contain six subsets of variables reflecting: (1) Household income; (2) size and composition of asset holdings; (3) family and personal attributes; (4) occupational and labor market conditions; (5) estimates of the opportunity cost of an individual's time; and (6) cost of borrowing or liquidating assets.

6-117 JOB STIGMA AND SELF ESTEEM

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Edward J. Walsh, Doctoral Candidate; Dr. Howard Schuman, Sponsor, Department of Sociology

Grant 91-26-73-11
Project completed fiscal year 1975

Descriptors: LOW-LEVEL OCCUPATIONS; SANITATION WORKERS; LIFESTYLES; OCCUPATIONAL STATUS; ATTITUDES; PARTICIPANT-OBSERVER METHODOLOGY

This project was directed at the problem of self esteem and job stigma of garbage collectors in the area of Ann Arbor, Mich. Much of the research was gathered through personal experience of the author as a garbage collector. There were also interviews conducted with the wives of the workers, who showed more concern for job status than did the workers.

It was found that job status was more meaningful to white men, while black workers tended to blame society, showing themselves better protected from negative self-evaluations stemming from the job's stigma. However, both groups felt compensated for the job stigma by three factors: Steadiness of employment, job security, and pay. Many of the workers came from extreme poverty areas, and they felt that they had moved up in society.
May 1974

Report Descriptors: ATTITUDES; ETHNIC GROUPS; JOB DESCRIPTION; LABOR MOBILITY; MICHIGAN, DETROIT; MINNESOTA, MINNEAPOLIS

NTIS PB236229/AS

6-118* JOBS AND WORKERS: A STUDY OF THE EMPLOYMENT EXPERIENCE, WORK-RELATED ATTITUDES, AND LABOR MARKET BEHAVIOR OF MALE YOUTH

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Robert K. Buchele, Doctoral Candidate; Dr. Richard B. Freeman, Sponsor, Department of Economics

Grant 91-25-75-15
Project still in progress

Descriptors: CAREER PATTERNS; DUAL LABOR MARKETS; EMPLOYMENT PATTERNS; JOB RETENTION; JOB STABILITY; LABOR FORCE BEHAVIOR; MOTIVATION; NATIONAL LONGITUDINAL SURVEYS; PROJECT TALENT; TURNOVER; WORK ATTITUDES

This study will provide a systematic economic analysis of the problem of job dissatisfaction and employment instability among male youth. The focus of the study is the interaction between workers and their jobs: the process in which workers with different personal attributes (acquired from their family, school, and previous work backgrounds) confront jobs and job opportunities embodying different working conditions and circumstances of employment. The aim of the analysis is to identify the different combinations of worker attributes and job characteristics that produce "success" (satisfaction, stability, and advancement) or "failure" (dissatisfaction, instability, and lack of advancement) on the job.

The research involves three stages of analysis: (1) Analyses of job characteristics using methods derived from recent work on dual or segmented labor markets; (2) development of a model of the prelabor market socialization process in which personal attributes are acquired; and (3) statistical analyses of the interaction between the personal characteristics of workers and the job content and circumstances of their employment. Data for this analysis will be derived from the National Longitudinal Survey tape and from Project Talent records.

6-119 LABOR EFFORT DISINCENTIVES OF NEGATIVE INCOME TAXATION

BOSTON COLLEGE
CHESTNUT HILL, MASS.

Grant 91-25-73-26
Project completed fiscal year 1974

William C. Spaeth
1974

Report Descriptors: NEGATIVE INCOME TAX; EARNINGS; ECONOMIC ANALYSIS AND ECONOMETRICS; GOVERNMENT POLICIES; EMPLOYMENT OPPORTUNITIES; INCENTIVES

NTIS PB236176/AS

6-120 LABOR FORCE PARTICIPATION AND FERTILITY FOR WOMEN WITH YOUNG CHILDREN IN RHODE ISLAND: AN ANALYSIS OF THEIR INTERACTIONS AND ANTECEDENTS

BROWN UNIVERSITY
PROVIDENCE, R.I.

Grant 91-44-71-51
Project completed fiscal year 1973

Frank L. Mott
September 1972

Report Descriptors: LABOR FORCE PARTICIPATION; FERTILITY; WOMEN; MOTHERS; LABOR FORCE BEHAVIOR; RHODE ISLAND

NTIS PB212129

6-121 LABOR FORCE PARTICIPATION OF MARRIED WOMEN IN THE UNITED STATES: AN INVESTIGATION OF THE ROLE OF OCCUPATION

UNIVERSITY OF PENNSYLVANIA
PHILADELPHIA, PA.

Grant 91-40-70-54
Project completed fiscal year 1973

Jean C. Darian
September 1972

Report Descriptors: LABOR FORCE PARTICIPATION; EMPLOYMENT OPPORTUNITIES; WORK ROLES; WOMEN; MANPOWER PROJECTIONS; MANPOWER UTILIZATION; LABOR DEMAND; DATA SOURCES AND USE

NTIS PB211852/AS

6-122* THE LABOR FORCE PARTICIPATION AND OCCUPATIONAL MOBILITY OF MARRIED WOMEN WITH CHILDREN IN THE UNITED STATES: AN INVESTIGATION OF CULTURAL AND STRUCTURAL FACTORS

UNIVERSITY OF PENNSYLVANIA
PHILADELPHIA, PA.

Julia A. Ericksen, Doctoral Candidate; Dr. Ann R. Miller, Sponsor, Department of Sociology

Grant 91-42-73-33
Project still in progress

Descriptors: NATIONAL LONGITUDINAL SURVEYS; WOMEN; LABOR FORCE PARTICIPATION; CHILDREN; OCCUPATIONAL MOBILITY; LABOR FORCE BEHAVIOR; WORK ATTITUDES

This study of the labor force participation and occupational mobility of married women with children is based on the hypothesis that their mobility depends in part on their commitment to work.

Because younger women have recently shown an increased commitment to employment outside the home, the study will compare the experiences of a cohort of older women and a cohort of younger women, using data from the National Longitudinal Surveys of labor force behavior.

6-123* LABOR FORCE TURNOVER AMONG ADULT WOMEN

MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASS.

Ellen Burton, Doctoral Candidate; Dr. Robert E. Hall, Sponsor, Department of Economics

Grant 91-25-74-21
Project still in progress

Descriptors: TURNOVER; JOB RETENTION; WOMEN

This study investigates patterns of determinants and implications for public policy of short-term labor turnover among adult women. Its objective is to develop understanding of the microeconomics of individual experience.

Data will be gathered from the 1955 publication, *Growth of American Families*, the Census 1/1,000 sample, the 1966 and 1967 Surveys of Economic Opportunity, and Bureau of Labor Statistics publications.

6-124 THE LABOR MARKET FOR SCIENTIFIC PERSONNEL: THE PROBLEM OF ALLOCATION AND EFFICIENCY

CORNELL UNIVERSITY
ITHACA, N.Y.

Grant 91-34-69-67
Project completed fiscal year 1974

Ross E. Azevedo
August 1972

Report Descriptors: PRIVATE EMPLOYMENT AGENCIES; LABOR MARKET BEHAVIOR; ENGINEERS; JOB SEARCH; SCIENTISTS

NTIS PB222947/AS

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

6-125 The Labor Market Impacts of the Private Retirement System

THE GEORGE WASHINGTON UNIVERSITY
WASHINGTON, D.C.

Grant 91-11-72-20
Project completed fiscal year 1973

Robert Taggart III
February 1973

Report Descriptors: LABOR MARKET BEHAVIOR; RETIREMENT; PRIVATE INDUSTRY; COLLECTIVE BARGAINING; EMPLOYER MANPOWER PLANNING; FRINGE BENEFITS; LABOR MOBILITY; MANPOWER NEEDS; TRANSITION FROM WORK TO RETIREMENT

NTIS PB214842

6-126 Labor Relocation Assistance: The Alabama Experience. A case Study of the Tuskegee Institute Labor Mobility Demonstration Project 1965-67

CASE WESTERN RESERVE UNIVERSITY
CLEVELAND, OHIO

Kathleen McElroy, Doctoral Candidate; Dr. William S. Peirce, Sponsor, Department of Economics

Grant 91-39-74-17
Project completed fiscal year 1975

Descriptors: GEOGRAPHIC MOBILITY; MOBILITY ASSISTANCE; ALABAMA, TUSKEGEE

This project was a case study of the Tuskegee Institute Labor Mobility Demonstration Project from 1965 to 1967 to find out whether geographic mobility could be increased in a population characterized by low mobility and high unemployment. The complexity of the recruitment and selection task, and substantial slippage stemming from recruitment procedures, resulted in 202 of 275 persons interviewed actually reporting to potential relocation jobs. Firm offers of jobs appropriate to skills and expectations and careful job development, as well as a minimum of bureaucratic snarls in the funding process, were crucial in effecting successful relocation. Fifty-one of 152 actual relocatees remained in jobs, while other participants had returned home from layoffs or anticipated layoffs. Those who remained on their jobs were characterized as having better jobs and higher income than those who had returned home. Regression analysis indicated that relocation success was associated with two principal explanatory variables: (1) Appropriate job availability and (2) prior skill training.
October 1974

NTIS PB239001/AS

6-127* Labor Union Response to Federal Manpower Policy: A Comparative Study of the United Steelworkers of America and the International Union of Operating Engineers

THE UNIVERSITY OF TEXAS
AUSTIN, TEX.

David B. Stephens, Doctoral Candidate; Dr. Isadore B. Helburn, Sponsor, Department of Management

Grant 91-48-74-36
Project still in progress

Descriptors: UNIONS; STEEL INDUSTRY; COLLECTIVE BARGAINING; UNION MANPOWER PRACTICES; UNIONIZATION; LABOR MOVEMENT; WORKER PARTICIPATION IN MANPOWER PROGRAMS

This candidate will develop a critical history of labor unions, with emphasis on conflicts caused by involvement in Federal programs. The aim of the research is to determine how to increase the efficiency of manpower programs in the private sector.

Information is being gathered from a questionnaire survey and personal interviews.

6-128 Law and the Development of Citizenship

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Grants 91-25-71-08 and 91-25-72-18
Project completed fiscal year 1974

John L. Akula
August 1973

Report Descriptors: LAW; BLACKS; STATUS; ECONOMIC STATUS; SOCIAL STRUCTURE

NTIS PB231389/AS

6-129 The Life-Cycle Allocation of Time in a Family Context

THE UNIVERSITY OF CHICAGO
CHICAGO, ILL.

Grant 91-17-71-17
Project completed fiscal year 1973

James P. Smith
May 1973

Report Descriptors: FAMILIES; LABOR SUPPLY; ECONOMIC ANALYSIS AND ECONOMETRICS; LABOR FORCE PARTICIPATION LEISURE; WORK SCHEDULES

NTIS PB220330/AS

6-130* Local Government and Manpower Programs for the Disadvantaged: An Evaluation of the Impact of the

GPO—report is available from Government Printing Office.
MA—report is available from Manpower Administration.
See page iii for further information about ordering reports.

PORTLAND CONCENTRATED EMPLOYMENT PROGRAM

PORTLAND STATE UNIVERSITY
PORTLAND, OREG.

Lois F. Copperman, Doctoral Candidate; Dr. Richard B. Halley, Sponsor, Department of Economics

Grant 91-41-75-16
Project still in progress

Descriptors: ASSESSMENT AND EVALUATION; CONCENTRATED EMPLOYMENT PROGRAM; EFFECTIVENESS OF PROGRAMS; INCOME; INNER-CITY RESIDENTS; OREGON, PORTLAND

This study will evaluate the impact of the Portland, Oreg. Concentrated Employment Program on the incomes of the disadvantaged persons who participated in the program between 1968 and 1972. A comparison of participants' preprogram and postprogram income levels with those of a control group consisting of qualified program nonentrants will be used as a measure of the program's effectiveness or ineffectiveness in exerting a positive influence on participants' subsequent labor market experience. The study will also include an analysis of the development of Federal and State manpower policy for the disadvantaged and a review of the development of manpower policy and planning in Portland.

Income data on approximately 2,000 program participants and a control group consisting of approximately 1,000 qualified nonentrants will be provided by the Social Security Administration, with appropriate safeguards to preserve confidentiality of individual records. Multivariate analysis techniques will be used to relate changes in income levels to such variables as age, sex, race, years of formal education, year of program completion, length of stay in program, and type of training received.

6-131* MACROECONOMIC POLICIES IN INFLATIONARY SITUATIONS AND THE SIZE DISTRIBUTION OF INCOME

YALE UNIVERSITY
NEW HAVEN, CONN.

Peter Reuter, Doctoral Candidate; Dr. James Tobin, Sponsor, Department of Economics

Grant 91-09-71-28
Project still in progress

Descriptors: MACROLEVEL ANALYSIS; INCOME DIFFERENTIALS; STATUS; FAMILIES; INFLATION

This study is exploring the distributive impact of alternative policies for depressing the rate of inflation, using data on the financial characteristics of 2,557 families from two recent Federal Reserve Board surveys. It will: (1) Estimate the structure of income, with particular attention to nonwage income, for different socioeconomic groups, (2) examine the influence of macroeconomic policy instruments on the composition of aggregate income, and (3) assess the effects of changes in the composition of aggregate income on the incomes of different socioeconomic groups.

6-132* MANPOWER IMPACT AND PROBLEMS OF MEXICAN ILLEGAL ALIENS IN AN URBAN LABOR MARKET

UNIVERSITY OF ILLINOIS
URBANA, ILL.

Gilbert Cardenas, Doctoral Candidate; Dr. Hugh Folk, Sponsor, Center for Advanced Computation

Grant 91-17-75-20
Project still in progress

Descriptors: ADJUSTMENT; ALIENS; LABOR CERTIFICATION PROGRAM; ASSIMILATION; BARRIOS; DISCRIMINATION; DUAL LABOR MARKETS; EMPLOYER ATTITUDES; ETHNIC GROUPS; IMMIGRANTS; MEXICAN AMERICANS; PARTICIPANT-OBSERVER METHODOLOGY; SPANISH-SPEAKING AMERICANS

This study will examine the manpower impact and problems of Mexican illegal aliens in two urban labor markets (San Antonio, Tex., and Chicago, Ill.). It will explore the extent of labor market exploitation and discrimination experienced by Mexican illegal aliens and attempt to identify the manpower service needs of this group, and their American-born children. The researcher will review pending legislative reform measures and assess the impact of illegal aliens on wages and employment within urban labor markets.

The researcher will adopt a participant-observer approach, featuring: (1) Interviews with illegal aliens currently employed in the United States, as well as with some of those in the process of deportation to Mexico; (2) interviews with public officials, employers, and community and labor leaders; and (3) review of previous research and utilization of extant data.

6-133* MANPOWER POLICY INFERENCES FROM A HISTORICAL ANALYSIS OF CRIME, PUNISHMENT, AND LABOR PROCESS

UNIVERSITY OF MISSOURI
COLUMBIA, MO.

Norman Bowers, Doctoral Candidate; Dr. David W. Stevens, Sponsor, Department of Economics

Grant 91-29-75-10
Project still in progress

Descriptors: LAW ENFORCEMENT; LABOR MARKET; LABOR MARKET BEHAVIOR; CORRECTIONS; ECONOMIC ANALYSIS AND ECONOMETRICS

This research will test four hypotheses: (1) The passage and enforcement of specific criminal laws are a response to the structure and processes of the labor mar-

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***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

ket, (2) the utilization of specific punishments corresponds to the structure of the labor process; (3) certain identifiable crimes are primarily income-generating activities and are more sensitive to economic conditions than other crimes; and (4) the more predominant low-wage industries are in a city, the greater the crime rate. This study will be focused on the Chicago area, with the possibility of including a recent growth city such as Houston.

Both historical and statistical methods of analysis will be used to test the theoretical framework. The origins and development of criminal laws, forms of punishment, and criminal activity will be examined from an historical perspective, using books, newspaper articles, and other sources. Econometric and statistical techniques will also be used to analyze data derived from the Uniform Crime Code, State and local government reports on crime and the criminal law, and other historical documents.

6-134* MANPOWER TRAINING PROGRAMS FOR WOMEN AND THEIR INTERACTION WITH THE LOCAL LABOR MARKET IN BOSTON

MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASS.

Andrew M. Sum, Doctoral Candidate; Dr. Charles A. Myers, Sponsor, Department of Economics

Grant 91-25-71-14
Project still in progress

Descriptors: WAGE STRUCTURE; INTERNAL LABOR MARKET; CONCENTRATED EMPLOYMENT PROGRAM; WOMEN; OCCUPATIONAL STRUCTURE; TRAINING EFFECTIVENESS AND IMPACT

This study considers the relationship of occupations that women are trained for under federally sponsored programs to the primary and secondary sectors of the labor market, trainees' characteristics, the characteristics of employers with workers in these occupations, and supportive services provided graduates. It also compares trainees' wages, performance, turnover, and promotions with those of other employees in the same occupations and examines turnover in the context of the female occupational and wage structures and the operation of internal labor markets.

Data are being collected from Boston community action agencies on approximately 750 women who recently completed training in institutional training programs and the Concentrated Employment Program. To obtain information on the demand side of the market, the researcher is also interviewing 20 to 25 employers who hire women in the occupations for which they are being trained.

6-135 MANUFACTURERS' ASSISTANCE IN THE PROVISION OF MANPOWER TRAINING FOR CUSTOMERS

UNIVERSITY OF CALIFORNIA AT LOS ANGELES
LOS ANGELES, CALIF.

Grant 91-06-72-43
Project completed fiscal year 1974

Victor Tabbush
July 1973

Report Descriptors: ECONOMIC ANALYSIS AND ECONOMETRICS; CUSTOMER TRAINING; AUTOMOTIVE MECHANICS; MANPOWER ECONOMICS; EMPLOYER ATTITUDES

NTIS PB221887/AS

6-136* MARKET DIFFERENTIALS AND LABOR FORCE BEHAVIOR

WASHINGTON UNIVERSITY
ST. LOUIS, MO.

Wesley S. Mellow, Doctoral Candidate; Dr. Edward D. Kalachek, Sponsor, Department of Economics

Grant 91-29-74-46
Project still in progress

Descriptors: LABOR FORCE BEHAVIOR; DURATION OF UNEMPLOYMENT; MIDDLE-AGED WORKERS; MEN; NATIONAL LONGITUDINAL SURVEYS

This research is aimed at developing an operational concept of the market differential variable and empirically investigating the hypothesis that market differentials motivate various labor force behaviors. The researcher is considering the influence of market differentials on a limited subset of labor market processes and developing and testing hypotheses about the influence market differentials have on quit rates and duration of unemployment.

The study is using data from the 1966-1969 National Longitudinal Surveys of Men aged 45 to 59.

6-137* THE MEASUREMENT OF ALIENATION AND ITS CAUSES THROUGH THE USE OF BEHAVIORALLY ANCHORED RATING SCALES

UNIVERSITY OF MINNESOTA
MINNEAPOLIS, MINN.

Michael A. Hopp, Doctoral Candidate; Dr. John P. Cambell, Sponsor, Department of Psychology

Grant 91-27-74-08
Project still in progress

Descriptors: ALIENATION; WORK ATTITUDES; ATTITUDES; WORKER TRAITS; BEHAVIOR SCALES; TESTING; SUPERVISION

This project is developing and testing a set of rating scales to determine: (1) The prevalence of and potential for alienated behavior among subordinates as perceived by superiors and (2) the causes of alienated behavior as reported by subordinates.

The scales are being developed through observations supplied by first-level supervisors and nonsupervisors, meeting in separate workshops. Supervisors and nonsupervisory workers are being drawn from two organizations that differ in those characteristics believed significant to worker alienation. Findings for the two organizations will be compared to assure that characteristics and causes of alienated behavior are not specific to a particular organization.

6-138 The Measurement of the Economic Value of Schooling Output

NORTHWESTERN UNIVERSITY
EVANSTON, ILL.

Grant 91-15-69-35
Project completed fiscal year 1973

Robert B. Wallace
April 1973

Report Descriptors: EARNINGS; RETURNS ON EDUCATIONAL INVESTMENT; HUMAN CAPITAL; STATUS; ECONOMIC ANALYSIS AND ECONOMETRICS

NTIS

6-139* The Measurement of Total and Primary Factor Productivity: A Disaggregated Study of the Postwar Japanese Economy and a Comparative Study With the United States

THE JOHNS HOPKINS UNIVERSITY
BALTIMORE, MD.

Mieko Nishimizu, Doctoral Candidate; Dr. Carl F. Christ, Sponsor, Department of Political Economy

Grant 91-24-74-48
Project still in progress

Descriptors: PRODUCTIVITY; JAPAN; INDUSTRY PRACTICES

This study attempts to define and measure productivity and to compare and contrast the sources of growth in two economies (United States and Japan) over the postwar period at a disaggregated industry level.

The Divisia index approach (extended to take account not only of labor and capital but also of materials inputs) will be applied to existing data.

Data for several industries are being compiled on labor inputs classified by age, sex, occupation, style of firm, and capital equipment.

6-140* A Microeconomic Model of the Distribution of Labor Income: Econometric Estimation and Application

MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASS.

Halbert White, Jr., Doctoral Candidate; Dr. Robert Solow, Sponsor, Department of Economics

Grant 91-25-75-29
Project still in progress

Descriptors: ECONOMIC ANALYSIS AND ECONOMETRICS; INCOME MAINTENANCE; LABOR FORCE; LABOR MARKET; MICROLEVEL ANALYSIS

This project attempts to establish a simple microeconomic theory of national distribution of labor income. It will examine various aspects of individual income maintenance, with emphasis on race, sex, age, occupation, and job experience. The main thrust of the research will be obtaining maximum likelihood estimates of income distribution for the individual or the subgroup he or she represents.

A basic labor supply model, using maximum likelihood techniques, will be used to analyze the data. The model will yield characteristics that will denote each population subgroup, along with the differences in income distribution of the various groups.

6-141 NOW—The Formative Years: The National Effort to Acquire Federal Action on Equal Employment Rights for Women in the 1960's

SYRACUSE UNIVERSITY
SYRACUSE, N.Y.

Grant 91-34-69-26
Project completed fiscal year 1973

John H. Florer
March 1973

Report Descriptors: EMPLOYMENT OPPORTUNITIES; CIVIL RIGHTS ACT (1964); WOMEN; NATIONAL ORGANIZATION FOR WOMEN (NOW); SEX DISCRIMINATION; EQUAL EMPLOYMENT OPPORTUNITY COMMISSION; FEDERAL GOVERNMENT

NTIS PB219076/AS

6-142 Occupational Differences in Wage Discriminatin Against Black Men: The Structure of Racial Differences in Men's Wage Return to Schooling, 1960

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Grant 91-26-72-24
Project completed fiscal year 1974

Ross M. Stolzenberg
December 1973

Report Descriptors: MEN; BLACKS; RACIAL DISCRIMINATION; OCCUPATIONAL STRUCTURE; RETURNS ON EDUCATIONAL INVESTMENT; WAGES

NTIS PB225840

*Ongoing project—final report not yet available.
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

6-143* Occupational Licensure of Allied Health Manpower: Effects on Costs and Employment Opportunities and Historical Spread in the Health Sector

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

William D. White, Doctoral Candidate; Dr. Peter B. Doeringer, Sponsor, Department of Economics

Grant 91-25-73-31
Project still in progress

Descriptors: ECONOMIC ANALYSIS AND ECONOMETRICS; OCCUPATIONAL LICENSING; HEALTH MANPOWER; INTERNAL LABOR MARKETS; EMPLOYMENT OPPORTUNITIES

The basic objective of this study is to provide a systematic economic analysis of: (1) The quantitative impact of the occupational licensure of allied health manpower on the cost of health services; (2) the effect of licensure on employment opportunities in allied health occupations; and (3) the spread of licensure in the allied health occupations. The four hypotheses to be tested are: (1) Licensure raises wage levels in occupations; (2) licensure alters the sex and race composition of occupations; (3) licensure changes the structure of production and internal labor markets; and (4) professional organizations have been the underlying force behind the spread of licensure, and older professional groups, especially the American Medical Association, have played a major role in the spread of licensure to new occupations.

The wide diversity of State licensure laws makes it possible to use cross-sectional analysis to test the first three hypotheses. This analysis is being conducted at two levels: a broad econometric analysis of aggregate data, and collection and analysis of detailed data for two or three specific occupations. Testing the fourth hypothesis will require use of historical material.

6-144 Occupational Mobility Among Unionized Civil Services Workers in New York City

NEW YORK UNIVERSITY
NEW YORK, N.Y.

Grant 91-36-71-13
Project completed fiscal year 1974

John Robertson Morse
April 1974

Report Descriptors: CIVIL SERVICE SYSTEM; GOVERNMENT POLICIES; OCCUPATIONAL MOBILITY; UNIONIZATION; NEW YORK, NEW YORK

NTIS

6-145* The Occupational Socialization of Police

CLAREMONT GRADUATE SCHOOL
CLAREMONT, CALIF.

Ilana Hadar, Doctoral Candidate; Dr. Mark Lipsey, Sponsor

Grant 91-06-75-25
Project still in progress

Descriptors: POLICE; WORK ATTITUDES; DATA SOURCES AND USE

This study will investigate the impact of police officers' experiences on their attitudes and values and on their perception of and identification with their occupational role. Specifically, it will test the hypothesis that some attitudes (such as anomie, idealism, and social isolation) may fluctuate in intensity through the various stages of a policeman's career, while other attitudes (suspicion and negative attitudes toward the public and toward women) persist regardless of later career promotions or changes in assignment.

The research design is a general cross-sectional, descriptive survey, using a questionnaire to test police officers' values, attitudes, role perception, and role identification. A pilot study will be conducted in order to develop and refine the questionnaire, followed by a cross-sectional investigation of police of different ranks, career experiences, ages, and job titles. Data from the questionnaire will be subjected to a variety of statistical analyses.

6-146 Occupational Specialization, Chain Migration, and the Assimilation of Mexican Americans into Michigan Communities

MICHIGAN STATE UNIVERSITY
EAST LANSING, MICH.

Grant 91-24-69-25
Project completed fiscal year 1974

Jerry N. Judy

Report Descriptors: GEOGRAPHIC MOBILITY; MIGRATION; JOB SEARCH; MIGRANTS; MEXICAN AMERICANS; INFORMATION SYSTEMS; ASSIMILATION

NTIS PB223105

6-147 An Organizational Analysis of the Hiring of Engineers

UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN
CHAMPAIGN, ILL.

Grant 91-15-69-51
Project completed fiscal year 1973

Roger D. Roderick
June 1973

GPO — report is available from Government Printing Office.
MA — report is available from Manpower Administration.
See page iii for further information about ordering reports.

Report Descriptors: ENGINEERS; HIRING PRACTICES; MANPOWER PROJECTIONS; JOB APPLICANTS; MANPOWER NEEDS; OCCUPATIONAL STRUCTURE

NTIS PB220944/AS

6-148 Organizational Correlates of Disadvantaged Worker Retention

THE UNIVERSITY OF CHICAGO
CHICAGO, ILL.

Paul F. Salipante, Jr., Doctoral Candidate; Dr. Paul S. Goodman, Sponsor, Graduate School of Business

Grant 91-17-71-22
Project completed fiscal year 1975

Descriptors: DISADVANTAGED; TRAINING PROGRAM MANAGEMENT; JOB PERFORMANCE; JOB OPPORTUNITIES IN THE BUSINESS SECTOR (JOBS); TRAINING EFFECTIVENESS AND IMPACT

This cross-organizational study investigates empirically the effects of in-company training and various organizational factors on the retention of disadvantaged new hires. One hundred and fourteen firms in the Chicago metropolitan area that hired disadvantaged workers were used for data sources; records and interviews were used to test the hypotheses.

Organizational factors more directly affecting workers' reward expectancies were found to be related to retention as follows (direction of relationship in parentheses): job status (0); prospect of company layoffs (-); starting pay plus first 3 months' raises (0). The occupational position of minority groups relative to whites was found to be positively related to new hires' retention in companies having a large percentage of minority employees in supervisory positions. The results imply that the retention rates of disadvantaged workers would be greatly improved by companies' attitudes towards them, rather than by emphasis on training.
June 1974

6-149 Pay Differentials and Differences in the Distribution of Employment of Male and Female Workers

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Francine D. Blau, Doctoral Candidate; Dr. Peter B. Doeringer, Sponsor, Department of Economics

Grant 91-25-71-24
Project completed fiscal year 1975

Descriptors: MALE/FEMALE; WAGE DIFFERENTIALS; LABOR DEMAND; SEX DIFFERENCES; EARNINGS

This study focuses on the causes and consequences of sex segregation in employment by examining the relationship between differences in the distribution of men and women office workers among establishments and the male-female pay differential within narrowly defined occupational categories in three large northeastern labor markets: Boston, New York, and Philadelphia. Within occupational categories, men and women are found to be differentially distributed among firms at levels beyond those that could be expected from the operation of random processes. Earnings differentials by sex within occupations are seen to be primarily the result of differences in pay rates among firms, rather than within firms. Distributional factors presented a useful picture of establishment wage and employment patterns when occupations were examined jointly. It revealed the existence of a wage hierarchy of firms within each labor market which is consistent across occupational categories and sex groups. When the occupational mix of the establishment was controlled for, firms exhibited consistent patterns of establishment segregation across occupational categories. Further, the wage standing of the firm was shown to be inversely related to the representation of women in the establishment. The study's findings indicate that distributional factors are at the root of sex differences in earnings, even within occupational categories.

PAY DIFFERENTIALS AND DIFFERENCES IN THE DISTRIBUTION OF EMPLOYMENT OF MALE AND FEMALE OFFICE WORKERS
January 1975

Report Descriptors: EARNINGS; WOMEN; MANPOWER; PROFESSIONALS; NORTHEASTERN STATES

6-150 The Personal Earnings Distribution: Individual and Institutional Determinants

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Barry Bluestone, Doctoral Candidate; Dr. Malcolm S. Cohen, Sponsor, Department of Economics

Grant 91-24-70-51
Project completed fiscal year 1975

Descriptors: LOW-WAGE JOBS; WAGE STRUCTURE; WAGE DIFFERENTIALS

This study investigated the determinants of the earnings distribution in the United States with emphasis on the less skilled segment of the work force. A general earnings theory was proposed with human capital theory, institutional hypotheses, and radical stratification analysis as the elements. It was hypothesized that workers in a limited field would be paid less than those who worked in a field of more opportunities and that workers who were equally qualified could have large wage differentials because of stratification of the labor force, especially as related to race and sex. It was further hypothesized that workers in concentrated, profitable, and unionized industries would earn more than those who had similar work characteristics.

Regression analysis was based on a large integrated micro-macro data set and yielded extensive evidence of stratification after controlling for differences in human capital. Least skilled workers were especially affected in

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***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

the earnings distribution, and there was evidence that "crowding" in certain fields also had a stratifying effect.
September 1974

NTIS PB238959/AS

6-151 A PHENOMENOLOGY OF HUMAN LABOR

BOSTON COLLEGE
CHESTNUT HILL, MASS.

Grant 91-25-71-38
Project completed fiscal year 1974

WORK AND MEANING: A PHENOMENOLOGICAL INQUIRY

Charles M. Savage
September 1973

Report Descriptors: PHENOMENOLOGY; WORK ATTITUDES; ECONOMIC ANALYSIS AND ECONOMETRICS, WORK INCENTIVES; JOB SATISFACTION; MOTIVATION; MEANING OF WORK

NTIS PB224333/AS

6-152 THE POLITICAL ECONOMY OF MILITARY MANPOWER PROCUREMENT IN PEACETIME

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Glenn A. Withers, Doctoral Candidate; Dr. Arthur Smithies, Sponsor, Department of Political Economy

Grant 91-25-74-47
Project completed fiscal year 1975

Descriptors: ARMED FORCES; VOLUNTEERS; OCCUPATIONAL CHOICE; INTERNATIONAL MANPOWER

This study examined the economic and political issues surrounding military manpower procurement in peacetime. It considered the broad alternative systems of conscription and voluntarism and developed models of demand and supply for military labor to show how these factors were affected by the choice of a procurement system. The grantee investigated the proposition that the pecuniary advantages of the draft accruing to the taxpaying majority in a democracy would make the adoption of all-voluntary forces unlikely. Empirical analysis indicated that public opinion on the draft issue is not readily predictable on the basis of fiscal interest alone and that more attention to other factors is required to understand why all-voluntary forces were adopted. The grantee examined the impact that the two procurement systems would have on the level of accessions and found that a volunteer force would require considerably fewer accessions than a draft system because it would have lower labor turnover and need fewer training and support personnel. To determine the conditions under which the required voluntary accessions would be forthcoming, he specified a model of military-civilian occupational choice and derived appropriate forms for estimating the supply of volunteer enlistees as a proportion of the population. He also analyzed the effects on enlistments of variations in military and civilian pay, unemployment, draft pressure, quality levels, and attitudes toward military service. The impacts of the two procurement policies were estimated for the United States and Australia, with information on Canada and Great Britain being used for comparison. The two systems were evaluated as to their allocative efficiency, distributional effects, adjustment flexibility, and social controls.
December 1974

NTIS PB240753/AS

6-153* POVERTY, POLITICS, AND RELIEF: A STUDY OF PUBLIC WELFARE AND LOW-WAGE LABOR MARKETS IN BOSTON, 1922-1972

MASSACHUSETTS INSTITUTE OF TECHNOLOGY
BOSTON, MASS.

Martin R. Holmer, Doctoral Candidate; Dr. Michael J. Piore, Sponsor, Department of Economics

Grant 91-25-73-17
Project still in progress

Descriptors: WELFARE PROGRAMS; DUAL LABOR MARKETS; ECONOMIC ANALYSIS AND ECONOMETRICS; WELFARE PATTERNS; WELFARE RECIPIENTS; LOW-WAGE JOBS

This study is attempting to determine whether cyclical variations in the number of welfare recipients over the last 50 years can best be explained by: (1) A conventional analysis of labor market conditions (i.e., the number of welfare recipients is determined by the interaction of poor people's demand for assistance and government's supply of assistance); (2) a conventional analysis of labor market conditions combined with an analysis of the politics and administration of public assistance programs; or (3) an analysis that utilizes the dual labor market theory (i.e., the U.S. labor market is stratified into a primary, high-wage, stable employment market and a secondary, low-wage, unstable employment market) rather than conventional labor market theory. Variables being considered relate to the personality characteristics of unemployed individuals, welfare caseworkers' attitudes toward their clients, and the protest movements' values and ideologies that have influenced welfare politics.

Econometric models derived from these theories are being developed with time series data on Boston public assistance programs and other political, social, and economic data. Sources include publications, documents, and public records of the Boston city government, Federal publications, and newspapers.

6-154 A PREDICTIVE STUDY OF EMPLOYABILITY AMONG THE VISUALLY IMPAIRED WITH THE CALIFORNIA PSYCHOLOGICAL INVENTORY

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

GPO—report is available from Government Printing Office.
MA—report is available from Manpower Administration.
See page iii for further information about ordering reports.

Grant 91-24-70-14
Project completed fiscal year 1973

Bernard A. Bast
May 1973

Report Descriptors: HANDICAPPED, FEASIBILITY STUDY; EMPLOYABILITY DEVELOPMENT; CALIFORNIA PSYCHOLOGICAL INVENTORY (CPI); PREDICTION OF SUCCESS IN PROGRAMS

NTIS

6-155 The Problem of Teenage Unemployment

UNIVERSITY OF CALIFORNIA, BERKELEY
BERKELEY, CALIF.

Grant 91-06-72-21
Project completed fiscal year 1974

Alan A. Fisher
September 1973

Report Descriptors: TEENAGERS; EMPLOYMENT OPPORTUNITIES; UNEMPLOYMENT; LABOR SUPPLY; MINIMUM WAGE LAWS; BLACK/WHITE*

NTIS PB223914/AS

6-156 The Producing Classes: Ideology in American Agrarian and Labor Movements, 1866-1896

UNIVERSITY OF ROCHESTER
ROCHESTER, N.Y.

Grant 91-36-73-12 (formerly Grant 91-36-71-45)
Project completed fiscal year 1974

A STRUCTURAL ANALYSIS OF THE KNIGHTS OF LABOR: A PROLEGOMENON TO THE HISTORY OF THE PRODUCING CLASSES

Jonathan E. Garlock
1974

Report Descriptors: UNIONS; UNIONIZATION; SKILLED WORKERS; RURAL AREAS; LABOR MOVEMENT; FARMWORKERS; UNSKILLED WORKERS; UNION IMPACT

NTIS PB236436/AS

6-157 The Public Employment Program (PEP) in a Rural Setting: An Analysis of Participant Characteristics in Wisconsin

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

David R. Zimmerman, Doctoral Candidate; Dr. Gerald G. Somers, Sponsor, Department of Economics

Grant 91-53-73-20
Project completed fiscal year 1975

Descriptors: URBAN AREAS; RURAL AREAS; PUBLIC EMPLOYMENT PROGRAMS; JOB SEARCH; EMPLOYMENT PATTERNS; LABOR MARKET BEHAVIOR

This study analyzed the characteristics and experiences of participants in the Wisconsin Public Employment Program's balance-of-State component, which was comprised of the primarily rural counties that qualified for PEP funds on the basis of their unemployment rates but did not meet the population criterion to qualify as direct program agents. It also considered participants holding State PEP positions in the primarily urban political jurisdictions of directly funded local program agents. The primary source of data for the analysis was a survey of current and former participants in the balance-of-State program, the current participants in the urban program operated by Wisconsin State agencies, and a sample of persons who were eligible for the balance-of-State program but did not participate.

The first part of the analysis compared the characteristics and previous labor market experiences of participants and nonparticipants and found that the participants were representative of the eligible unemployed. To determine if PEP was helping participants secure unsubsidized employment, the study compared the characteristics and program experiences of persons who terminated from the program and those who remained in PEP. The findings revealed that the two groups were similar in personal characteristics but that the terminees were more likely to be employed in public works-type jobs, had lower wages in PEP, and were less likely to have received special training in the program. Multiple regression analysis of the immediate and postprogram economic effects of the balance-of-State program demonstrated that it had a positive effect on the incomes of its participants while they were in the program. The postprogram effect was positive and significant for terminees who left with alternative employment.

January 1975

Report Descriptors: PUBLIC EMPLOYMENT PROGRAM; JOB CREATION; EMPLOYMENT POLICY; ASSESSMENT AND EVALUATION

NTIS PB239857/AS

6-158 Public Service Employment for the Disadvantaged

THE GEORGE WASHINGTON UNIVERSITY
WASHINGTON, D.C.

Grant 91-11-71-20
Project completed fiscal year 1974

Lowell M. Glenn
December 1973

Report Descriptors: PUBLIC EMPLOYMENT PROGRAMS; DISADVANTAGED; MANPOWER UTILIZATION; GOVERNMENT POLICIES

NTIS PB228717/AS

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

6-159 QUALITY CHANGE IN LABOR INPUT AND WAGE DIFFERENTIALS: A STUDY OF JAPANESE MANUFACTURING INDUSTRIES

THE JOHNS HOPKINS UNIVERSITY
BALTIMORE, MD

Grant 91-24-72-50
Project completed fiscal year 1974

Toshiaki Tachibanaki
October 1973

Report Descriptors: WAGE DIFFERENTIALS; JAPAN; ECONOMIC ANALYSIS AND ECONOMETRICS; PRODUCTIVITY; EARNINGS; MANUFACTURING

NTIS

6-160 RATES OF RETURN TO INVESTMENT IN EDUCATION AT ALL LEVELS IN THE STATE OF NEBRASKA

UNIVERSITY OF NEBRASKA
LINCOLN, NEBR

Walter A. Verdon, Doctoral Candidate; Dr. Campbell R. McConnell, Sponsor, Department of Economics

Grant 91-13-73-30
Project completed fiscal year 1975

Descriptors: EDUCATION EFFECT ON CAREER PATTERNS; RETURNS ON EDUCATIONAL INVESTMENT; INVESTMENT; NEBRASKA

The objective of this study was to test the null hypothesis that individuals and society have not invested efficiently in the various levels of formal schooling—elementary through university. Estimates and analyses of the monetary costs and benefits of the various levels of education were based on such indicators as annual earnings, lifetime earnings, additional lifetime earnings, weeks worked, earnings by occupational classification, and internal rates of return (private and total). These earnings and education data were derived from the 1970 Census Public Use Sample, and the 1/100 1960-70 Compatible Public Use Sample.

The returns on investment in education, studied from the perspective of the impact that additional formal education has on the individual's productivity and therefore on his or her earnings, were compared with the returns on alternative investments. Separate earnings/returns were estimated for persons who completed the different levels of formal education and those with, and without, vocational training; and race-sex comparisons were made for blacks and whites and men and women.

Final data in the study support the conclusion that individuals generally have invested efficiently in the various levels of formal education, though they also indicate that some categories of persons have invested inefficiently. These categories include persons who terminate their formal schooling at grades 10 to 11 or during the first 2 years of college and white women who pursue 6 or more years of college a conclusion based on findings about the Nebraska experience.

July 1974

Report Descriptors: ~~COST~~ EFFECTIVENESS; EARNINGS; RETURNS ON EDUCATIONAL INVESTMENT; LABOR MOBILITY; BLACK/WHITE

NTIS PB236248/AS

6-161 REGISTERED NURSE EDUCATION AND THE REGISTERED NURSE JOB MARKET

UNIVERSITY OF CALIFORNIA, BERKELEY
BERKELEY, CALIF.

H. Allan Hunt, Doctoral Candidate; Dr. Lloyd Ulman, Sponsor, Institute of Industrial Relations

Grant 91-06-73-23
Project completed fiscal year 1975

Descriptors: RETURNS ON TRAINING; NURSES; COSTS; TRAINING PRACTICES

This study compared the graduates of the three types of registered nurse (RN) education programs—3-year diploma in nursing; 2-year associate degree in nursing (ADN); and 4-year bachelor of science degree in nursing (BSN). The study tried to determine whether the graduates are perfect substitutes for each other and especially whether ADN graduates can replace diploma graduates as the base of the profession. The wages paid to RN's of different educational backgrounds were used as a proxy for the market value of the skills of the variously prepared practitioners.

A two-equation model was developed, with the first equation expressing the hourly wage as a function of job variables such as the location, sector of nursing practice, job title, type and size of employer, years of seniority, and type of RN education of the job occupant. This wage equation tested for the presence of systematic wage differentials by education within job categories. The second equation gives the probability of employment in various nursing jobs as a function of RN education, years of work experience, and other characteristics. The data were developed through a mail survey of a random sample of California resident RN's.

Results of the wage equations showed that there were no statistically significant differences among the wages of registered nurses who completed diploma ADN, and BSN programs, when job variables were controlled. When work experience was controlled, the wages and job categories of ADN and diploma graduates were indistinguishable. However, diploma graduate RN's cannot substitute for BSN graduate RN's. They were paid similar wages when job area was controlled, but their distribution among job areas was markedly different.

September 1974

Report Descriptors: EARNINGS; NURSES; ECONOMIC ANALYSIS; RETURNS ON EDUCATIONAL INVESTMENT

NTIS PB236182/AS

6-162* RELATIONSHIP BETWEEN THE LABOR MARKET STRUCTURE AND DEMAND FOR EDUCATION OF WHITE AND BLACK MALES

UNIVERSITY OF MASSACHUSETTS
AMHERST, MASS.

Hiroya Bamba, Doctoral Candidate; Dr. Ronald Oaxaca, Sponsor, Department of Economics

Grant 91-25-75-39
Project still in progress

Descriptors: ECONOMIC ANALYSIS AND ECONOMETRICS; EDUCATION, EDUCATIONAL ATTAINMENT; RETURNS ON EDUCATIONAL INVESTMENT

The objective of this dissertation is to investigate the behavior of white and black males in deciding the amount of education they attain and to analyze the causes of the differences in the educational attainment between them. There will be particular emphasis on investigating the impact of the differences in returns on education between white and black males. The assumption is made that the decision concerning the amount of education is jointly made by the children and their families. For both black and white males, theoretical demand functions of education will be derived by incorporating the maximization of family utility. It is assumed that education plays the major role in the maximization of family utility.

These demand functions of education will be empirically estimated, using up-to-date cross section data. Detailed microeconomic analysis and systematic incorporation of the impact of the institutional structure of the labor market on the demand for education will be utilized in testing the model and data.

6-163* RELATIONSHIPS BETWEEN POPULATION DECREASE AND TERTIARY EMPLOYMENT OPPORTUNITIES IN AGRICULTURAL COMMUNITIES

THE UNIVERSITY OF TEXAS
AUSTIN, TEX.

Judy Parker Appelt, Doctoral Candidate; Dr. Robert C. Mayfield, Sponsor, Department of Geography

Grant 91-46-70-35
Project still in progress

Descriptors: POPULATION, AGRICULTURAL COMMUNITIES; EMPLOYMENT OPPORTUNITIES

This study of the impact of declining population on job opportunities focuses on small, agriculturally oriented towns in an effort to: (1) Establish the order in which business and service functions change or disappear and (2) correlate those functions that show the greatest loss, gain, or alteration of form with changes in opportunities for existing and potential entrepreneurs and employees. Inventories are being made of functions present and opportunities filled for the periods 1950-60 and 1960-70.

The study is based on a stratified random sample of 40 agriculturally based towns in western Kansas whose populations declined between 1950 and 1960. Data are being gathered from secondary sources, field observations, and interviews with a random sample of 375 proprietors, managers, professionals, and skilled workers active in the towns since 1950. In addition to information concerning past and current job opportunities, the interviews are probing the respondents' attributes and their subjective opinions about prospective opportunities within their particular occupations.

6-164 THE RELATIVE ECONOMIC STATUS OF CHINESE, JAPANESE, BLACK AND WHITE MEN IN CALIFORNIA

UNIVERSITY OF CALIFORNIA, BERKELEY
BERKELEY, CALIF.

Harold H. Wong, Doctoral Candidate; Dr. Lloyd Ulman, Sponsor, Institute of Industrial Relations

Grant 91-06-74-05
Project completed fiscal year 1975

Descriptors: CHINESE AMERICANS; MINORITIES; BLACK/WHITE; ECONOMIC STATUS; INCOME DIFFERENTIALS; SPANISH-SPEAKING AMERICANS; RETURNS ON EDUCATIONAL INVESTMENT; CALIFORNIA

This study attempted a complete comparison of the relative economic status of four racial/ethnic groups in California. Historical, theoretical, and empirical analyses were employed to examine labor experience, education, vocational training, disability, location, and acculturation factors.

More complex models introduced occupation and class of worker factors. Data from the 1970 Public Use Sample permitted analysis of weekly and annual earnings, and the following conclusions were drawn: (1) Differences in annual earnings resulted from differences in weekly wages, not in labor force participation or unemployment; (2) Asian earnings were greatly decreased by apparent lack of American acculturation; (3) self-employment was positively related to wages for all minorities; (4) government employment was negatively related to the earnings of all races except blacks; and (5) white earnings exceeded minority earnings even when personal characteristics of members of the two groups were considered equal, and consequently the lower earnings of minority members were judged to result from racial discrimination.

November 1974

NTIS PB237161/AS

6-165 ROLE CONFLICT EXPERIENCED BY INDIGENOUS SERVICE WORKERS IN PUBLIC WELFARE

UNIVERSITY OF CALIFORNIA, BERKELEY
BERKELEY, CALIF.

***Ongoing project — final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS — report is available from National Technical Information Service.

Grant 91-06-71-39
Project completed fiscal year 1973

Dorothea Cudaback
October 1972

Report Descriptors: ROLE CONFLICT; SERVICE INDUSTRIES; INDIGENOUS PERSONNEL; WELFARE PROGRAMS; JOB SATISFACTION; WORK ATTITUDES; SOCIAL SERVICE EMPLOYEES

NTIS PB213393/AS

6-166 ROLE MODELS AND OCCUPATIONAL KNOWLEDGE: A STUDY IN ADOLESCENT SOCIALIZATION

TULANE UNIVERSITY
NEW ORLEANS, LA

Grant 91-22-72-04
Project completed fiscal year 1973

Shirley B. Laska
March 1973

Report Descriptors: SOCIAL RELATIONSHIPS; ROLE MODELS; OCCUPATIONAL INFORMATION; VOCATIONAL GUIDANCE; YOUTH; CAREER GOALS

NTIS PB218932/AS

6-167 SCIENCE AND TECHNOLOGY IN THE CORPORATE SEARCH FOR ORDER: AMERICAN ENGINEERS AND SOCIAL REFORM 1900 TO 1929

UNIVERSITY OF ROCHESTER
ROCHESTER, N.Y.

David F. Noble, Doctoral Candidate; Dr. Herbert G. Gutman, Sponsor, Department of History

Grant 91-36-72-39
Project completed fiscal year 1975

Descriptors: ENGINEERS; AEROSPACE INDUSTRY; LAYOFFS; TECHNOLOGY AND TECHNOLOGICAL CHANGE

Beginning in the 20th century, a distinction between "technology," viewed as an autonomous force, and "society" has evolved. This study attempted to reintegrate the concept of technology with the social, historical, and thus human activities from which it was abstracted by examining the perceptions and experiences of American engineers.

In order to illuminate the particular social relations within which these agents of technology have pursued their calling, the study traced the closely interwoven developments of the three primary products of the 19th century wedding of science to the useful arts—science-based industry, modern technical education, and the variegated engineering profession. It demonstrated that the large corporations that had come to dominate the science-based industries by the turn of the century were managing the process of technology upon which both they and the engineering profession were grounded. The result was a new perception of technology as a far-ranging social enterprise engaged in social production. Corporate-minded engineers in the industries, the professional societies, and the technical schools sought to bring the previously haphazard technology development process under corporate and professional control by embarking upon a sweeping program of social reform. These reforms included scientific and industrial standardization, the organization of industrial and university research, patent system reform, and the transformation of technical, grade school, and higher education. Furthermore, the steady flow of engineers into corporate management positions compelled engineers in general to deal with humans as well as materials in their "technical" work. Engineering formally expanded to include "scientific management" and the social sciences in general. This historical study suggests that the possibilities and general thrust of "technology transfer"—the application of those techniques that sent a man to the moon to the social problems on planet earth—is not new. Engineers have been continuously engaged in deliberate social engineering under corporate aegis for half a century.
May 1974

Report Descriptors: ENGINEERS; INDUSTRIAL MANAGEMENT; TECHNICAL TRAINING; TECHNOLOGY AND TECHNOLOGICAL CHANGE

NTIS PB236375/AS

6-168 SECTORAL TRENDS IN EMPLOYMENT AND SHIFTS IN THE PHILLIPS CURVE

UNIVERSITY OF FLORIDA
GAINESVILLE, FLA.

Grant 91-12-73-10
Project completed fiscal year 1974

Thomas R. Dalton
August 1973

Report Descriptors: UNEMPLOYMENT/INFLATION TRADEOFF; EMPLOYMENT PATTERNS; ECONOMIC INDICATORS; LABOR MARKET INFORMATION

NTIS PB223164/AS

6-169 THE SELECTIVE MIGRATION BIAS IN LABOR FORCE PARTICIPATION RATES

UNIVERSITY OF CALIFORNIA, BERKELEY
BERKELEY, CALIF.

Grant 91-06-71-18
Project completed fiscal year 1973

Darryl W. Lowry
September 1972

Report Descriptors: LABOR FORCE PARTICIPATION; MIGRATION; UNEMPLOYMENT; CHRONICALLY UNEMPLOYED; EMPLOYMENT OPPORTUNITIES

NTIS PB214315/AS

6-170 SIMILARITY-DISSIMILARITY IN COUNSELOR-COUNSELEE ETHNIC MATCH AND ITS RELEVANCE TO GOAL BEHAVIORS OF JOB TRAINEES

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Grant 91-24-70-56
Project completed fiscal year 1973

Don K. Harrison
July 1972

Report Descriptors: ATTITUDES; COUNSELING AND GUIDANCE; ETHNIC GROUPS; VOCATIONAL GUIDANCE; WORK INCENTIVE PROGRAM (WIN); CONCENTRATED EMPLOYMENT PROGRAM

NTIS PB210142/AS

6-171 SOCIAL INEQUALITY AND LABOR FORCE PARTICIPATION

UNIVERSITY OF CALIFORNIA, LOS ANGELES
LOS ANGELES, CALIF.

Grant 91-06-72-38
Project completed fiscal year 1974

Jonathan King
1973

Report Descriptors: ECONOMIC ANALYSIS AND ECONOMETRICS; LABOR FORCE PARTICIPATION; BLACKS; SPANISH-SPEAKING AMERICANS; EDUCATION EFFECT ON CAREER PATTERNS

NTIS PB231269/AS

6-172* THE SOCIAL WORKER IN MANPOWER PROGRAMS: AN ASSESSMENT OF PROFESSIONAL TASKS, DILEMMAS, AND IMPLICATIONS FOR CURRICULAR DEVELOPMENT IN GRADUATE SCHOOLS OF SOCIAL WORK

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Frank Kushin, Doctoral Candidate; Dr. Russell A. Nixon, Sponsor, School of Social Work

Grant 91-36-73-18
Project still in progress

Descriptors: SOCIAL SERVICE EMPLOYEES; EDUCATION EFFECT ON CAREER PATTERNS; FEDERAL GOVERNMENT; STATE AND LOCAL GOVERNMENTS; UNIVERSITIES AND COLLEGES; CURRICULUMS; MANPOWER PROGRAM STAFFING

This appraisal of the role of the social worker in manpower programs addresses the following questions: At what hierarchical and functional levels are social workers employed? How are they recruited? To what extent is their educational background relevant to their professional work? What is the prognosis for the professional preparation of manpower agency personnel in view of recent major revisions in manpower programs? How can social workers contribute to the planning and delivery of these evolving programs?

The researcher has sent questionnaires to the 627 workers listed as employed in manpower and manpower-related programs in the October 1972 Directory of Professional Social Workers. Additional data is being obtained from interviews with manpower program personnel responsible for the hiring and supervision of social workers, and with Federal, State, and local manpower officials responsible for establishing policies for the employment and deployment of these workers.

6-173 SOCIOLOGICAL ASPECTS OF DEBT ENTANGLEMENT

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Grant 91-36-71-23
Project completed fiscal year 1974

Eric W. Single
August 1973

Report Descriptors: STATUS; CONSUMPTION; DEBTOR/CREDITOR RELATIONSHIP; GARNISHMENT OF WAGES

NTIS PB224961/3AS

6-174* A STATISTICAL ANALYSIS OF THE DECISION TO TAKE FORMAL POST-SECONDARY VOCATIONAL-SCHOOL TRAINING

UNIVERSITY OF ROCHESTER
ROCHESTER, N.Y.

Lawrence S. Olsen, Doctoral Candidate; Dr. Sherwin Rosen, Sponsor, Department of Economics

Grant 91-36-75-04
Project still in progress

Descriptors: HUMAN CAPITAL; NATIONAL LONGITUDINAL SURVEYS; OCCUPATIONAL TRAINING; POST-HIGH SCHOOL TRAINING; RETURNS ON EDUCATIONAL INVESTMENT; TRAINING; TRAINING EFFECTIVENESS AND IMPACT; VOCATIONAL EDUCATION; VOCATIONAL TRAINING; YOUNG MEN

The purpose of this study is to develop statistically reliable formulas describing vocational training choices by young men. When controlled for time trends and such variables as demographic characteristics, veteran status, family income levels, and school district expenditures per pupil, these formulas may permit more accurate prediction of vocational training choices. They may also assist in estimating probable responses of potential trainees to curricular developments or to changes in wage rates and local unemployment levels.

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

Data derived from the National Longitudinal Survey on the work experience of young men will be examined to elicit information concerning the sample population's previous labor force experience, schooling and other types of formal training (including vocational), reasons for taking training, hours of training per week vs. working hours, tuition and types of financial aid available, family income levels, intelligence quotients, school district expenditures per pupil, and other indexes. Computations based on these data will be used to test and amend the statistical formulas advanced as hypotheses.

6-175 Stochastic Models of Social Mobility: A Comparative Analysis and an Application to Job Mobility of Mexican-American Men

MICHIGAN STATE UNIVERSITY
EAST LANSING, MICH.

Grant 91-24-69-12
Project completed fiscal year 1973

Nancy Brandon Tuma
March 1973

Report Descriptors: OCCUPATIONAL MOBILITY; SOCIAL MOBILITY; STATUS; MEN; MATHEMATICAL MODELS; MEXICAN AMERICANS; MIGRANTS

NTIS

6-176 The Structure of Earnings and Investments in Human Resources: A Comparison Between the United States and Japan

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Grant 91-55-73-14
Project completed fiscal year 1974

Haruo Shimada
1974

Report Descriptors: EARNINGS; INCOME; WAGES, INVESTMENT; JAPAN; HUMAN RESOURCES; BLUE-COLLAR WORKERS; WHITE-COLLAR OCCUPATIONS

NTIS PB238194/AS

6-177 The Structure of Occupational Mobility in the U.S. Economy

THE UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN
URBANA, ILL.

Robert C. Dauffenbach, Jr., Doctoral Candidate; Dr. Hugh Folk, Sponsor, Department of Sociology

Grant 91-17-73-06
Project completed fiscal year 1975

Descriptors: OCCUPATIONAL STRUCTURE; OCCUPATIONAL MOBILITY

This study examined the extent and character of occupational mobility and identified groups of occupations and the nature and kinds of jobs that are mobility related.

The investigation employed occupational cluster methodology specifically developed to analyze similarities in mobility patterns in order to reveal the structure of relationships among occupational categories. Its analysis of the degree and pattern of flexibility of occupational supply provides evidence of the form and character of "job families." A "job family" is defined as a cluster of occupations interlinked through the technical and administrative organization of production.

Fundamentally, the conclusion is that the job family model is the relevant basis of occupational classification. As the labor market expands along with the technical requirements of jobs, the need for diverse human resources increases. Many occupations exhibit the characteristics of youth-type jobs in volume of mobility. As jobs change from broadly defined, low-skilled categories to narrowly defined and specialized types, occupational mobility lessens.
December 1973

6-178 The Structure of Science

NORTHWESTERN UNIVERSITY
EVANSTON, ILL.

Grant 91-15-70-45
Project completed fiscal year 1973

Judith R. Blau
July 1972

Report Descriptors: SOCIAL STRUCTURE; PHYSICISTS; SOCIAL RELATIONSHIPS; OCCUPATIONAL STRUCTURE; MICROLEVEL ANALYSIS; ORGANIZATIONAL STRUCTURE

NTIS PB208970/AS

6-179* The Structure of Youth Labor Markets

MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASS.

Paul Osterman, Doctoral Candidate; Dr. Michael J. Piore, Sponsor, Department of Economics

Grant 91-25-75-42
Project still in progress

Descriptors: YOUTH; UNEMPLOYMENT; LABOR MARKET; LABOR MARKET BEHAVIOR; LOW-LEVEL OCCUPATIONS; ECONOMIC ANALYSIS AND ECONOMETRICS; MASSACHUSETTS, BOSTON

This project will study the structure of the labor market for youth and employers in the Boston area. Since unemployment rates drop dramatically after young workers reach the age of 25, this research will center on the aging process of youth aged 16 through 25. Studying the developmental process of growing up and attempting to understand the structure of the youth labor market should lead to an explanation of high youth unemployment despite available job openings.

Both employed and unemployed youth, employers, and manpower officials will be interviewed, and data will be analyzed from various national longitudinal surveys and surveys of the Boston area for use in an econometric model.

6-180 Studying Wage Changes With a Simulation of the Labor Market

UNIVERSITY OF MARYLAND
COLLEGE PARK, MD.

Myles Maxfield, Jr., Doctoral Candidate; Dr. Barbara R. Bergmann, Sponsor

Grant 91-24-75-05
Project completed fiscal year 1975

Descriptors: ECONOMIC ANALYSIS AND ECONOMETRICS; JOB SEARCH; LABOR MARKET BEHAVIOR; UNEMPLOYMENT/INFLATION TRADOFF

This study employed a microeconomic computer simulation based on job search theory to study wage changes and unemployment in the U.S. labor market. Its objectives were threefold: To reproduce the monthly changes in wages, unemployment rates, and duration of unemployment for the 3 years 1967 to 1969; to examine certain theoretical hypotheses derived from job search theory concerning ways in which the Phillips tradeoff might be shifted in a favorable direction; and to simulate two alternative manpower programs and compare their effects on the three output variables. The two hypotheses are concerned with the impact of turnover rates and degrees of unemployment rate dispersion of certain demographic subgroups on the Phillips curve. The two cost-equivalent manpower activities that are compared in periods of expansion and recession are a public service employment program and a vocational training program. The computer simulation explicitly represented persons searching for and losing work as well as jobs that are filled or vacant. The interview is the unit of tradeoff where wage acceptance levels and vacancy wage offers interact. The primary sources of data used were an unpublished gross-change series and published turnover and wage rates of the Bureau of Labor Statistics; vacancy data from the Manpower Administration, the National Interindustry Conference Board, and the Bureau of Labor Statistics; and occupational distribution and population data of the Bureau of the Census.
February 1975

6-181* A Study of Ghetto Economic Corporations

BRANDEIS UNIVERSITY
WALTHAM, MASS.

June Hopps, Doctoral Candidate; Dr. Wyatt C. Jones, Sponsor, The Florence Heller Graduate School for Advanced Studies in Social Welfare

Grant 91-25-71-04
Project still in progress

Descriptors: GHETTO RESIDENTS; MINORITY BUSINESS ENTERPRISE; CORPORATIONS; MANPOWER UTILIZATION; BLACK COMMUNITIES; MASSACHUSETTS, NORTH DORCHESTER; MASSACHUSETTS, ROXBURY

This study is analyzing economic corporations that began emerging in urban black ghettos in the late 1960's. For a sample of the enterprises, it is examining input (such as sources and amounts of initial funding, characteristics of manpower talent invested, and reinvested return from ghetto markets) and output (such as development of new professional and skilled manpower, contribution to community economic wealth, provision of products and services to the ghetto and beyond, and generation of spinoff enterprises).

The sample consists of all corporately owned plants or offices set up in Roxbury-North Dorchester, Mass., between June 1967 and January 1971. Material is being collected through discussions with executives of each corporation and from company records and published materials.

6-182 A Study of the Development of Non-Standard Workday or Workweek for Women

BRYN MAWR COLLEGE
BRYN MAWR, PA.

Grant 91-42-73-16
Project completed fiscal year 1974

Ruth W. Prywes
March 1974

Report Descriptors: WOMEN; PART-TIME EMPLOYMENT; WORK SCHEDULES; MANPOWER NEEDS; STATUS; LOW-LEVEL OCCUPATIONS; PENNSYLVANIA, PHILADELPHIA

NTIS PB229614/AS

6-183 A Study of the Social Service Employees Union of the New York City Department of Social Services

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Richard H. P. Mendes, Doctoral Candidate; Dr. Terence K. Hopkins, Sponsor, Department of Sociology

Grant 91-34-70-06
Project completed fiscal year 1975

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

Descriptors: INCENTIVES; WORK ATTITUDES; UNIONIZATION; UNION IMPACT; SOCIAL SERVICE EMPLOYEES

This indepth case study analyzed a labor union of professionals and semiprofessionals and identified its role as a fast-growing contemporary social phenomenon with very real consequences. The study utilized information gleaned from qualitative methods, participant observation, nonparticipant observation, archival analysis, and focused interviews. The author, a former member of the Social Service Employees Union (SSEU) of the New York City Department of Social Services, was permitted access to public as well as private records of all factions and levels of the SSEU membership.

Part I of the study offers a historical inquiry into the origins and development of the union and culminates with the finding that the SSEU represents a type of association new to the American scene. It is a social hybrid combining those concerns traditional to the labor movement with those most frequently associated with the professional community. The union adopted this dual role when it started to include matters of professional policy in its collective bargaining demands. A brief examination of other unions of professionally oriented employees indicated that they had followed a similar pattern. Part II offers a test of the study's central explanatory hypothesis—the role-strain hypothesis. It presents a perception of the union as a collective response to the role strain engendered by the confrontation of humanistic role obligations—the welfare worker's commitment to service—with bureaucratic role requirements of the employing organization. Those bureaucratic role requirements entail goals such as keeping the welfare roles to a minimum, which conflict with humanistic obligations. The major independent variable, role strain, was examined against more traditional pecuniary dimensions of job satisfaction, and the prevailing view that the union's concern for social service clients is merely a public relations mask for the real bread and butter issues was challenged.

The study's findings develop the following relationships between role strain and participation in the union: (1) The greater the concern for the needs of clients, the greater the role strain; (2) the greater the role strain, the greater the likelihood of active participation in the affairs of the union; and (3) the greater the perceived relevance of the union to the reduction of role strain, the greater the participation in the affairs of the union. A further implication of the findings is that professional unionization may be viewed as a mechanism for organizational change, a force for renewing goals frequently displaced by attention given to the need for organization survival.

1974

Report Descriptors: ROLE CONFLICT; GOVERNMENT WORK; JOB SATISFACTION; PROFESSIONALS; UNION IMPACT; WELFARE PROGRAMS

6-184* Substitution in the Labor Market: A Nonseparable Approach

WASHINGTON UNIVERSITY
ST. LOUIS, MO.

Marvin H. Kahn, Doctoral Candidate; Dr. Edward D. Kalachek, Sponsor, Department of Economics

Grant 91-27-69-24
Project still in progress

Descriptors: LABOR MARKET BEHAVIOR; ELASTICITY OF SUBSTITUTION; TECHNOLOGY AND TECHNOLOGICAL CHANGE; INFLATION; ECONOMIC ANALYSIS AND ECONOMETRICS

This study is concerned with the extent to which substitution among capital and different types of labor can offset the inflationary effects of capital and labor shortages. On the assumption that all labor market inputs interact with one another inseparably, the study tests the hypothesis that capital can act as either a substitute for or a complement to labor. Specifically, it investigates post-World War II changes in the elasticity of substitution with respect to workers in different occupations, age/sex groups, and levels of educational attainment in relation to changes in technology, the composition of output, and labor force characteristics.

6-185* Supervisor-Subordinate Role: A Determinant of Evaluation Ratings and the Allocation of Organizational Rewards

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Veronica F. Nieva, Doctoral Candidate; Robert P. Quinn, Edward E. Lawler III, Sponsors, Institute for Social Research

Grant 91-26-75-37
Project still in progress

Descriptors: RACIAL DISCRIMINATION; ORGANIZATIONAL ENVIRONMENT; ORGANIZATIONAL STRUCTURE; ASSESSMENT AND EVALUATION; DATA SOURCES AND USE

This research will investigate the effects of similarity along a range of dimensions on positive affect and evaluation among supervisors and their subordinates. The research will attempt to judge the effects on "nonability" factors on rewards and promotions allocated to individuals in organization. A questionnaire sent to 120 supervisors and 512 of their employees in various fields will ask about the effect of similarity and what role it plays in whether a subordinate receives a favorable or an unfavorable evaluation.

Secondary analysis will be performed on data collected in 1972 and 1974, for the *Effectiveness in Work Roles* study sponsored by the U.S. Department of Labor.

6-186* Technoeconomic and Technological Change in Two Arctic Communities

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

John Mark Oudine, Doctoral Candidate; Paula Rubel, Sponsor, Department of Anthropology

Grant 91-36-75-30
Project still in progress

Descriptors: CHRONICALLY UNEMPLOYED; ESKIMOS; LIFESTYLES; PARTICIPANT-OBSERVER METHODOLOGY; SOCIAL INDICATORS; SOCIOLOGICAL FACTORS; TECHNOLOGY AND TECHNOLOGICAL CHANGE; ALASKA

The concerns of this study are with the documentation and analysis through research observation of the impact of technological progress on Eskimo minorities of northern Alaska. Research will provide information relevant to training programs directed toward improving the conditions of chronically underemployed Alaskan Eskimos. Moreover, it will point out areas of technological competence that could meet labor requirements of current and future industrial and developmental projects.

The research centers on the delineation of sociocultural factors present in the Eskimo society which are concomitants of technological progress and, conversely, the sociocultural factors which can be shown to have retarded the introduction of technological elements.

6-187 Technological Change and the Occupational Composition of the American Labor Force, 1950-1960

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Grant 91-25-71-49
Project completed fiscal year 1973

William R. Buechner
August 1972

Report Descriptors: AUTOMATION; OCCUPATIONAL STRUCTURE; ECONOMIC FORECASTING; MANPOWER PROJECTIONS; TECHNOLOGY AND TECHNOLOGICAL CHANGE; LABOR FORCE BEHAVIOR

NTIS PB201631/AS

6-188 A Test of the "No Tradeoff in the Long Run" Hypothesis and the Dynamic Behavior of the Rates of Inflation

MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASS.

Grant 91-25-72-09
Project completed fiscal year 1973

Alex Cukierman
December 1972

Report Descriptors: ECONOMIC ANALYSIS AND ECONOMETRICS; UNEMPLOYMENT/INFLATION TRADEOFF; INFLATION

NTIS PB213390/AS

6-189* Theoretical Implications and Empirical Tests of the Job Search Theory, with Policy Applications

UNIVERSITY OF VIRGINIA
CHARLOTTESVILLE, VA.

Robert F. Feinberg, Doctoral Candidate; Dr. Roland N. McKean, Sponsor, Department of Economics

Grant 91-51-75-43
Project still in progress

Descriptors: JOB SEARCH; UNEMPLOYMENT; LABOR FORCE BEHAVIOR

This research will compare several models of job search developed in the late 1960's and early 1970's and their implications. Several new implications will be derived from these models. Particular emphasis will be placed on the concept of unemployment as a productive period of job search.

Data from the Panel Study of Income Dynamics (prepared by the University of Michigan) on about 5,000 families will be used in comparing the models. Implications of these models will be tested by regression analysis.

6-190 The Timing and Spacing of Births and Women's Labor Force Participation: An Economic Analysis

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Grant 91-36-72-35
Project completed fiscal year 1974

Sue Goetz Ross
April 1974

Report Descriptors: WOMEN; MOTHERS; FERTILITY; LABOR FORCE PARTICIPATION; LABOR SUPPLY

NTIS PB231342/AS

6-191 Trade Adjustment Assistance: A Case Study of the New England Shoe Industry

TUFTS UNIVERSITY
MEDFORD, MASS.

Grant 91-25-73-22
Project completed fiscal year 1974

James E. McCarthy
1974

Report Descriptors: TRADE EXPANSION ACT; TRADE ADJUSTMENT ASSISTANCE; SHOE INDUSTRY; PUBLIC EMPLOYMENT PROGRAM; NEW ENGLAND

NTIS PB236225/AS

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

6-192* UNEMPLOYMENT COMPENSATION, THE DURATION OF UNEMPLOYMENT, AND JOB SEARCH

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Stephen M. Hills, Doctoral Candidate, Dr. Gerald G. Somers, Sponsor, Department of Economics

Grant 91-55-74-11
Project still in progress

Descriptors: UNEMPLOYMENT INSURANCE; JOB SEARCH; DURATION OF UNEMPLOYMENT; NATIONAL LONGITUDINAL SURVEYS

This study seeks to determine what variables influence the duration of unemployment, how varying amounts of unemployment insurance payments affect duration of unemployment, and how unemployment insurance compensation effects postunemployment earnings.

Analysis will be based on National Longitudinal Survey data and material from a University of Michigan study of income dynamics.

6-193 UNEMPLOYMENT IN THE DEFENSE INDUSTRY: AN ANALYSIS OF THE UNEMPLOYED WORKER'S JOB SEARCH STRATEGY AND THE MANPOWER POLICIES OF THE FIRM

TEXAS A&M UNIVERSITY
COLLEGE STATION, TEX.

James H. Yeager, Jr., Doctoral Candidate; Arthur S. De Vany, Sponsor, Department of Economics

Grant 91-48-73-27
Project completed fiscal year 1975

Descriptors: INDUSTRY PRACTICES; DEFENSE WORKERS, UNEMPLOYED; JOB SEARCH; LABOR DEMAND

This report analyzed the unemployment problem in the defense industry by studying the job search behavior of skilled defense workers who were unemployed. It also analyzed manpower policies of defense industry firms toward the unemployed. The search strategy differs among the unemployed workers and depends upon personal characteristics such as age, sex, level of education, and prelayoff salary. The manpower policies were studied through an analysis of the factors that affect the individual firm's optimal stock of labor and by the influences of the displaced worker's job search strategy upon the management of the firms.

Use of surveys of workers laid off from three defense firms from 1963 through 1965 led to the following conclusions: (1) Absolute and relative reemployment wage rates are higher for male workers and/or those who remain in the defense field; (2) absolute reemployment wage is positively correlated with workers prelayoff wage rate, and the length of unemployment has a negative correlation towards wages; (3) the wage structure within the defense industry can be explained on the basis of the worker's age, level of education, occupation, and employer; and (4) the layoff policies of defense firms depend upon the firm's expectation of future demand.
December 1973

NTIS PB236362/AS

6-194* UNIONS AND LABOR MARKET SEGMENTATION

UNIVERSITY OF CALIFORNIA, BERKELEY
BERKELEY, CALIF.

Lawrence M. Kahn, Doctoral Candidate; Dr. Lloyd Ulman, Sponsor, Department of Economics

Grant 91-06-75-06
Project still in progress

Descriptors: COLLECTIVE BARGAINING; DUAL LABOR MARKETS; JOB STABILITY; LABOR MOVEMENT; STANDARD METROPOLITAN STATISTICAL AREA (SMSA); UNION ATTITUDES; UNION ENTRY; UNIONIZATION; UNION MANPOWER PRACTICES; UNIONS

This study will examine the relationship between trade unionism and labor market segmentation, with particular attention to the possibility that unionization may help to create dual labor markets and sustain them in existence. The analysis will also attempt to determine whether unions have a positive impact on wages and job stability (because employers of nonunion workers may raise wages and offer enhanced promotion opportunities in order to forestall organization) or a negative one (because restrictive union practices may limit job opportunities for nonunion workers).

The approach adopted consists of an econometric cross-section analysis of the effects of unionization on the wages and layoff and quit rates in manufacturing (Standard Industrial Classification 3-digit) industries in two California standard metropolitan statistical areas (SMSA's). In addition, wages and job stability indexes will be measured against the extent of unionization in the 12 SMSA's covered in the 1967 Survey of Economic Opportunity.

6-195 THE UTILIZATION OF INDIGENOUS NONPROFESSIONALS IN HUMAN SERVICE ORGANIZATIONS AND THE FACTORS AFFECTING IT: AN EXPLORATORY STUDY

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Grant 91-24-70-57
Project completed fiscal year 1973

Joseph Kat (Katan)
July 1972

Report Descriptors: HUMAN SERVICE AGENCIES; HUMAN SERVICE OCCUPATIONS; WORK ROLES; MANPOWER

UTILIZATION, PARAPROFESSIONALS, INDIGENOUS PERSONNEL

NTIS PB207711/AS

6-196* THE VOCATIONAL ADJUSTMENT OF PHYSICIAN ASSISTANTS

THE JOHNS HOPKINS UNIVERSITY
BALTIMORE, MD

Henry B. Perry, Doctoral Candidate; Dr. John Holland, Sponsor, Department of Social Relations

Grant 91-24-75-08
Project still in progress

Descriptors: ROLE MODELS; ADJUSTMENT; ASPIRATIONS; ATTITUDES; CAREER GOALS; HEALTH MANPOWER; JOB PERFORMANCE; MOTIVATION; OCCUPATIONAL STATUS; PARAPROFESSIONALS; PHYSICIANS; QUALITY OF EMPLOYMENT; ROLE CONFLICT

This study will examine and measure the relative importance of six factors affecting the successful vocational adjustment of physician assistants. Job satisfaction, job performance, tenure in present job, expected length of job employment, career satisfaction, and career aspirations. The guiding theoretical framework is provided by two perspectives: (1) That of vocational psychology, focusing primarily on the "fit" of the individual to his or her work environment and (2) social evaluation theory, which focuses on the roles played by "significant others" (those individuals or groups with whom a person identifies and compares himself or herself) in an individual's assessment of present circumstances. The study is particularly concerned with two possible problems concerning the vocational adjustment of physician assistants—inadequate career advancement opportunities, with resulting career dissatisfaction, and nonacceptance by other health professionals.

Two self-administered questionnaires mailed to approximately 1,000 graduates of physician assistant training programs will include such established scales as the Job Satisfaction Blank, the Holland and Baird Interpersonal Competency Scale, and the Rosenberg Occupational Values Scale. Data derived from these questionnaires will be subjected to both correlational and multivariate path analysis.

6-197* WAGE DETERMINATION FOR PUBLIC EMPLOYEES: THE CASE OF PUBLIC SCHOOL TEACHERS

YALE UNIVERSITY
NEW HAVEN, CONN

Charlotte K. Stiglitz, Doctoral Candidate; Dr. William C. Brainard, Sponsor, Department of Economics

Grant 91-09-72-29
Project still in progress

Descriptors: TEACHERS; PUBLIC SECTOR; WAGES; UNIONIZATION; RETURNS ON EDUCATIONAL INVESTMENT; PUBLIC EMPLOYMENT PROGRAMS

This study is seeking to ascertain the impact of public services supply and demand on teachers' salaries during the 1960's. It considers such questions as: (1) What is the relationship between a community's expenditures on education and the levels of earnings and educational attainment of its citizens? (2) What is the relative expenditure on education in communities with higher proportions of the population either over 65 or dependent on nonpublic schools? (3) Can teachers demand and receive higher salaries if the community's pupil-teacher ratio rises or if more attractive financial alternatives emerge in the private sector? (4) Can they be forced to accept salary cuts in communities with high rates of unemployment among professionals? (5) Has unionization boosted teachers' salaries relative to the salaries of nonunionized public employees and of other nonagricultural workers?

Sources for the analysis include the yearly census of public employment; the Census of Governments, 1962 and 1967; the Office of Education's Digest of Educational Statistics and Statistics of Nonpublic Elementary and Secondary Schools; and publications of the Research Division of the National Education Association, the National Catholic Educational Association, and the American Federation of Teachers.

6-198 WAGE DIFFERENTIALS BETWEEN FEDERAL GOVERNMENT AND PRIVATE SECTOR WORKERS

RUTGERS, THE STATE UNIVERSITY
NEW BRUNSWICK, N.J.

Sharon P. Smith, Doctoral Candidate; Dr. Michael K. Taussig, Sponsor, Department of Economics

Grant 91-34-74-12
Project completed fiscal year 1975

Descriptors: WAGE DIFFERENTIALS; WAGE STRUCTURE; PRIVATE INDUSTRY; FEDERAL GOVERNMENT

This study examined the earnings and wage rate differentials between Federal Government and private sector workers in 1960 and 1970 to consider the comparability of these workers and the application of the comparability doctrine in Federal pay policy during that period. Two types of earnings and wage rate equations were estimated for all Federal and all private workers and eight race-sex groups of Federal and private workers. The data came from the 1960 and the 1970 Public Use Samples. One type equation included only personal characteristics and urban residence as explanatory variables while the other included occupational variables. Differences in the returns for both education and experience and in the effects of discrimination by race and sex were examined for the different groups for both of the equations.

In examining the comparability of Federal and private sector workers, the researcher considered nonpecuniary benefits, such as stability of employment, hours worked, and intensity of work effort. This was done by comparing both the earnings and wage rates in the two sectors. Earnings were used to reflect some of the nonpecuniary benefits while wages were not.

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*Ongoing project—final report not yet available.
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

Examination of the earnings and wage rate data revealed that Federal earnings and wage rates exceed private earnings and wage rates in both years in terms of differences between all workers in each sector, all nonprofessional workers in each sector, and each of the eight race-sex groups in each sector. This implies a need for reform in the comparability doctrine, which was designed to provide guidance for setting Federal wage levels.
August 1974

Report Descriptors: WAGE DIFFERENTIALS; WAGE STRUCTURE; PRIVATE INDUSTRY; FEDERAL GOVERNMENT

6-199* WAGE LABOR AND URBAN CHICANO ADAPTATION

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Catherine V. Jacus, Doctoral Candidate; Dr. John T. Hitchcock, Sponsor, Department of Anthropology

Grant 91-55-74-30
Project still in progress

Descriptors: CHICANOS; SPANISH-SPEAKING AMERICANS; WAGE EARNERS; WAGES; URBAN AREAS; SOCIAL RELATIONSHIPS; NEW MEXICO; SILVER CITY

This research is focusing on urban Chicano employees in Anglo enterprises to provide information on economic strategies involved in urban Chicano adaptation and related social patterns in the Chicano and Anglo communities.

The researcher will take up residence in a Chicano neighborhood in New Mexico and conduct casual interviews with Chicano residents over a period of several months. Other procedures include researching historical and administrative documents and attending Chicano meetings and other functions.

6-200 WEAPONSMAKERS: ROLE ORIENTATIONS AND BEHAVIOR OF SCIENTISTS AND ENGINEERS IN THE AEROSPACE INDUSTRY

UNIVERSITY OF CALIFORNIA, BERKELEY
BERKELEY, CALIF.

Jeffrey M. Schevitz, Doctoral Candidate; Dr. Dr. Harold L. Wilensky, Sponsor, Department of Sociology

Grant 91-05-69-01
Project completed fiscal year 1975

Descriptors: JOB LOSS; ATTITUDES; LAYOFFS; ADJUSTMENT; CHRONICALLY UNEMPLOYED; ENGINEERS; SCIENTISTS; SKILLED WORKERS

The sources, content, and effects of diverse role orientations among weaponsmakers—scientists and engineers who participate in the research, development, testing, evaluation, and production of weapons systems—are the subjects of this study. It attempts to show how professional associations and journals, educational policies, the security system, corporate authority, and professional ideology help to shape the role orientations of weaponsmakers. The major focus of the analysis presented is upon weaponsmakers who become alienated from the uses of their research or products.

The primary technique of data collection was a series of 48 interviews, supplemented by the researcher's participation in an organization of weaponsmakers concerned with their social responsibility as scientists and engineers. Alienated weaponsmakers were listed in three categories: Rationalizers—those who construct rationalizations that allow them to continue their work despite their criticisms; dropouts—those who leave their weaponsmaking jobs or redesign them to eliminate weaponsmaking projects; and political organizers—those who attempt to organize their colleagues to force changes in the uses to which their work is put. Fifteen weaponsmakers with orientations not critical of weaponsmaking provided a basis for summary comparison with the alienated weaponsmakers.

The study found that the behavior differences among weaponsmakers critical of the uses of their work were related primarily to the availability of alternative job opportunities and the degree of consistent social support they received for behavior directed against weaponsmaking. A second major finding was that rationalization is an unstable behavioral response to a role orientation critical of weaponsmaking for those with certain background and situational characteristics. Rationalizers usually become dropouts or political organizers.
February 1975

Report Descriptors: ENGINEERS; PARTICIPANT-OBSERVER METHODOLOGY; ATTITUDES; JOB SATISFACTION; ROLE CONFLICT

6-201 WHITE ETHNIC AND BLACK ECONOMIC ASSIMILATION AND MOBILITY: A STUDY OF EMPLOYMENT PATTERNS AND DETERMINANTS IN SELECTED SMSA's

CORNELL UNIVERSITY
ITHACA, N.Y.

Jules H. Lichtenstein, Doctoral Candidate; Dr. Barclay G. Jones, Sponsor, Department of Policy Planning

Grant 91-36-72-42
Project completed fiscal year 1975

Descriptors: INCOME, BLACK/WHITE, EMPLOYMENT PATTERNS, MINORITIES, OCCUPATIONAL STRUCTURE, METROPOLITAN AREAS, ETHNIC GROUPS

This study provides an explanation and description of the processes by which ethnic and racial newcomers become integrated into the urban economy and improve their well-being. An integenerational model of occupational and industrial employment patterns is constructed to test historically the hypotheses that blacks are following the same pattern of assimilation and mobility within local labor markets as white ethnic groups. Next, the determinants of ethnic and racial economic performance, measured in terms of labor force participation and occupational standing, are probed. It is hypothesized that conditions related to the demand for labor—industrial growth and location, occupation composition and change, and intergroup competition—are the most important determinants of the economic performance of first generation migrants, while supply factors—age, education, and group size—are the most significant factors influencing the economic well-being of their descendents. These hypotheses are tested by a variety of quantitative techniques used to describe white ethnic and black employment change in each of four northern labor markets—New York, Chicago, Philadelphia, and Detroit.

Correlation analysis and stepwise multiple regression are then used to assess the influence of supply and demand factors on a subsample of several white ethnic groups, Puerto Ricans, and blacks chosen from the unpublished 1970 1/100 SMSA and county group public use sample of the census. Exploration of employment patterns shows that blacks, from an integenerational standpoint, exhibit changes in industrial and occupational distributions that differ noticeably from patterns characteristic of various white ethnic groups and Puerto Ricans. Of particular significance is the empirical finding of substantial inter-group competition between white ethnic groups and blacks. The report concludes that, in general, public sector employment appears to offer the greatest economic opportunities for blacks.
June 1975

Report Descriptors: ASSIMILATION, BLACK/WHITE; SOCIAL MOBILITY, NORTHEASTERN U.S.

6-202 "WITHOUT CREDENTIALS": THE PERFORMANCE OF HIGH SCHOOL DROPOUTS IN COLLEGE

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Grant 91-34-70-27
Project completed fiscal year 1973

Donald Lee Feldstein
March 1973

Report Descriptors: UNIVERSITIES AND COLLEGES; STUDENTS; CREDENTIALING, DROPOUTS

NTIS PB219266

6-203* WORK AND THE ORGANIZATION OF LIFESTYLE: IMPLICATIONS FOR JOB RETENTION

SAINT LOUIS UNIVERSITY
ST. LOUIS, MO.

Joseph F. Greer, Jr., Doctoral Candidate; Dr. Thomas S. McPartland, Sponsor, Department of Anthropology and Sociology

Grant 91-29-71-50
Project still in progress

Descriptors: SOCIAL REINFORCEMENT; LIFESTYLES; JOB RETENTION; UNEMPLOYED; WORK ATTITUDES; ATTITUDES; MEN

This study is attempting to relate the job tenure of a marginal worker to the employment characteristics of his closest friends, his wife's description of him, and his self-concept. The sample consists of 150 married men, living with their wives, who after 2 weeks or more of unemployment apply for work through the New York State employment service office in Olean.

As soon as a subject is placed in a job, he and his wife are asked to write 20 statements which characterize the worker and to list the names and employment characteristics of his 10 closest friends. Each worker is contacted again 7 and 40 weeks after placement and the same information elicited. The researcher postulates that the greater the proportion of employed friends and of work-oriented statements he and his wife make about him, the longer his job retention; and the longer his unemployment, the lower the proportion of work-oriented statements and the more unemployed friends he will name.

6-204 WORKING CONDITIONS, WAGE RATES, AND HUMAN CAPITAL: A HEDONIC STUDY

MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASS.

Grant 91-25-72-17
Project completed fiscal year 1973

Robert E. B. Lucas
October 1972

Report Descriptors: WAGE STRUCTURE; OCCUPATIONAL STRUCTURE; HUMAN CAPITAL; JOB DESCRIPTION; DATA SOURCES AND USE; LABOR MARKET BEHAVIOR; WORKING CONDITIONS

NTIS

6-205* WORK IN THE IRREGULAR ECONOMY: A STUDY OF SWAPPING

UNIVERSITY OF CALIFORNIA
RIVERSIDE, CALIF.

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

Gary D. Stohler, Doctoral Candidate, Dr. Edna Bonacich, Sponsor, Center for Behavioral and Social Science

Grant 91-05-75-12
Project still in progress

Descriptors: DUAL LABOR MARKETS; LABOR FORCE; LABOR MARKET; CALIFORNIA

This study is examining "swapping," an aspect of the irregular economy in which goods and services are bought, sold, or exchanged in informal market settings. The investigation will answer questions about the work setting, the characteristics of participants, and the relationship of swapping to the larger society and regular economy in order to provide a general understanding of irregular economic activity.

Data were gathered through a series of semistructured interviews with participants of three swap meets held in California over a period of 5 months. Popular and social science literature was also reviewed.

6-206 WORK RELATIONSHIPS IN THE DELIVERY OF MEDICAL CARE: AN ANALYSIS OF THE DIVISION OF LABOR BETWEEN PHYSICIAN AND NURSE PRACTITIONER IN OUTPATIENT CLINICS

MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASS.

Grant 91-25-72-46
Project completed fiscal year 1974

Eric L. Herzog
September 1973

Report Descriptors: HEALTH MANPOWER; NURSES; PHYSICIANS; OCCUPATIONAL STRUCTURE; HEALTH CARE

NTIS PB224048/AS

6-207* YOUTH IN THE LABOR MARKET: A CROSS-SECTIONAL ANALYSIS

THE UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN
URBANA, ILL.

Edward T. Willauer, Jr. Doctoral Candidate; Dr. Hugh Folk, Sponsor, Department of Economics

Grant 91-17-74-15
Project still in progress

Descriptors: YOUTH; LABOR FORCE PARTICIPATION; ECONOMIC ANALYSIS AND ECONOMETRICS; LABOR SUPPLY; LABOR DEMAND

This study is examining the determinants of supply, demand, and labor force participation in the youth labor market.

The analysis is using the 1/100 public use samples of basic records from the 1970 census.

GPO – report is available from Government Printing Office.
MA – report is available from Manpower Administration.
See page iii for further information about ordering reports.

6C. SMALL-GRANT RESEARCH PROJECTS

Under this program established scholars receive funds to conduct four types of projects:

1. Research that explores new fields of inquiry.
2. Research that examines new approaches to existing fields of inquiry.
3. Studies to test the effectiveness or feasibility of research projects or programs.
4. Syntheses of the current "state-of-the-art" in different research areas to provide guides for future programs.

Exploratory or feasibility research may be initiated with small-grant support as groundwork for major studies. Under special circumstances, awards may be made to help support research projects underwritten by other agencies that require additional funds for completion. In contrast to the dissertation grant program, the degree of innovation and the practical program and policy orientation of the proposal are critical in the award of small research project grants.

This section summarizes small-grant research projects which were active or completed in fiscal years 1973 through 1975. (See app. A for application guidelines.)

6-208* ADJUSTING TO EMPLOYMENT TERMINATION

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Dr. Sidney Cobb and Dr. Robert P. Quinn, Survey Research Center

Grant 91-26-72-23
Project still in progress

Descriptors: EMPLOYMENT TERMINATION; ADJUSTMENT, LONGITUDINAL SURVEYS; HEALTH; JOB LOSS; MEN, MICHIGAN

This is the final phase of a longitudinal investigation of the effects of job loss on physical and mental health. Identifying personal and familial variables related to adjustment to job loss is the objective of the research.

Two plants—one located in metropolitan Detroit and the other in a small rural community in southeast Michigan—form a backdrop for the study. The sample consists of 237 married men (including controls), aged 35 to 60 and mostly white, who were displaced from a variety of low-skill, blue-collar jobs when the plants shut down permanently. The subjects were observed at regular intervals over 2 years as they went through stages of anticipation of job loss, plant closing and job termination, unemployment, reemployment, and stable reemployment. Public health nurses visited the men to conduct physical checkups and to gather economic, demographic, social-psychological, and health data.

6-209* AN ANALYSIS OF THE DETERMINANTS OF OCCUPATIONAL UPGRADING

WASHINGTON STATE UNIVERSITY
PULLMAN, WASH.

Dr. Duane E. Leigh, Department of Economics

Grant 91-53-74-23
Project still in progress

Descriptors: UPGRADING; OCCUPATIONAL MOBILITY; NATIONAL LONGITUDINAL SURVEYS; MEN; OCCUPATIONAL STATUS; MIGRATION; AGE DIFFERENCES; LABOR MARKET INFORMATION

This study examines the determinants of occupational upgrading for men of different age and race groups and isolates the impact on occupational upgrading of personal characteristics (education and formal training) and structural characteristics (industry and geographic location). The extent to which deficiencies in labor market information and the cost of geographical migration serve as barriers to improved occupational status is being examined for demographic groups identified as failing to obtain upgrading.

The analysis is based on the 1/1,000 public use sample of the 1970 Census of Population and Housing and the National Longitudinal Surveys.

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

6-210* ATTITUDES OF EMPLOYERS IN THE CHICAGO METROPOLITAN AREA TOWARD THE EMPLOYMENT OF EX-OFFENDERS

CHICAGO STATE UNIVERSITY
CHICAGO, ILL.

Dr. Edward Tromanhauser, Research Director

Grant 91-17-75-01
Project still in progress

Descriptors: ATTITUDES; DISCRIMINATION; REHABILITATION; CORRECTIONS; EMPLOYER MANPOWER PRACTICES AND POLICIES; HIRING PRACTICES; LAW ENFORCEMENT; ILLINOIS, CHICAGO

This study will explOre the attitudes of Chicago metropolitan area employers toward the employment of ex-offenders. It will also attempt to determine the following: (1) How these attitudes were acquired; (2) whether resistance to employment of ex-offenders is equally distributed among small and large businesses; (3) the rationale for such resistance, (4) the degree to which such resistance is based on past experience in hiring ex-inmates, on concern for company image, or on concerns related to bonding or insurance requirements; and (5) what types of businesses have a history of successfully employing ex-offenders.

The analysis will proceed from a survey of the literature to the preparation of two questionnaires— one short and one long. The short questionnaire will be mailed to a selected sample population of 600 employers and personnel administrators, while the long one will be mailed to another sample of 200. A series of interviews will also be held with employers and personnel administrators already involved in the hiring and placement of ex-offenders.

6-211 CHANGING PROFILE OF EUROPEAN MANPOWER POLICIES

UNIVERSITY OF MASSACHUSETTS
AMHERST, MASS.

Grant 91-23-68-27
Project completed fiscal year 1974

Dr. Solomon Barkin
1974

Report Descriptors: INTERNATIONAL MANPOWER; FOREIGN MANPOWER POLICY; EUROPE, MIGRATION, WOMEN; MANPOWER PROJECTIONS

NTIS PB226677/AS

6-212 A CONDITIONAL LOGIT MODEL WITH SPECIAL REFERENCE TO WAGE SUBSIDIES

STANFORD UNIVERSITY
STANFORD, CALIF.

Grant 91-06-72-28
Project completed fiscal year 1974

Dr. Michael J. Boskin
November 1973

Report Descriptors: ECONOMIC ANALYSIS AND ECONOMETRICS; EARNINGS; HUMAN CAPITAL; OCCUPATIONAL CHOICE; WAGE SUBSIDIES

NTIS PB227680/AS

6-213* A CROSS-SECTIONAL ANALYSIS OF NONFARM WORK BY FARM FAMILY MEMBERS

OKLAHOMA STATE UNIVERSITY RESEARCH FOUNDATION
STILLWATER, OKLA.

Dr. Walter E. Huffman, Department of Economics

Grant 91-40-74-33
Project still in progress

Descriptors: NONFARM; FARMWORKERS; MIGRANTS; HOUSEHOLDS; HOUSEHOLD WORKERS; LABOR SUPPLY; WORK SCHEDULES

This study, which stems from the trend toward part-time farming in the United States and the rising importance of nonfarm income, is formulating a household decision model to suggest the variables that determine time allocation between work and consumption (or household activities) and the relative supply of working time between farm and nonfarm work. The study also is seeking to explain cross-sectional variations in the total time spent at farm and nonfarm work and in the relative supply of total working time between farm and nonfarm work in 276 counties in three States.

The researcher has developed a theory of the supply of total and relative working time in the context of a household decision model which expresses the mathematical relationship among the relevant economic variables. Utilizing data from the 1964 Census of Agriculture, he will use multiple regression analysis to estimate equations of the supply of total and relative working time for farm operators and for their wives.

6-214* A CROSS-SECTIONAL ANALYSIS OF NONFARM WORK OF FARM-FAMILY MEMBERS

IOWA STATE UNIVERSITY
AMES, IOWA

Dr. Wallace B. Huffman, Department of

Grant 91-19-75-18
Project still in progress

Descriptors: AGRICULTURAL COMMUNITIES; ELASTICITY OF LABOR SUPPLY; FARMWORKERS; FAMILIES; RURAL AREAS

The project will attempt to develop a household decision model which identifies the economic factors determining: (a) The farm family's allocation of time between

GPO — report is available from Government Printing Office.
MA — report is available from Manpower Administration.
See page iii for further information about ordering reports.

work and consumption activities for husband and wife, and (b) the allocation of working time between farm and nonfarm work. It will also seek to explain variations in farm households' total time at work (farm and nonfarm), and in the time allocated to farm and nonfarm employment by husband and wife, respectively.

The household decision model will feature a number of mathematical expressions of the economic relationships governing the use of total and relative working time in farm families. These will be tested, through multiple regression analysis, against cross-sectional county aggregate data covering 276 county units in Iowa, North Carolina, and Oklahoma.

6-215* Development of an Industrial Relations Information Service (IRIS)

CORNELL UNIVERSITY
ITHACA, N.Y.

Dr. J. Gormly Miller

Grant 91-34-69-30
Project still in progress

Descriptors: INDUSTRIAL RELATIONS INFORMATION SERVICE; INFORMATION SYSTEMS; INDUSTRIAL RELATIONS

This project, for which major financial support is provided by industrial relations centers at 14 universities, is developing and bringing to a fully operational level a comprehensive information system in industrial relations to serve scholars and professionals in universities, private industry, government, and labor. Liaison is being sought with related information systems, such as the U.S. Office of Education's Educational Resources Information Center, the Smithsonian Science Information Exchange, and the Central Library and Documentation Branch of the International Labour Organisation in Geneva.

The project builds on the findings of a feasibility study partially supported by an earlier Manpower Administration grant. In addition, the present project continues earlier research in techniques of indexing and abstracting services and of packaging and delivering industrial relations information.

6-216 The Development and Utilization of Manpower Resources in the Homebuilding Industry: A Local Survey of Contemporary Practices

THE RESEARCH FOUNDATION OF THE STATE
UNIVERSITY OF NEW YORK
ALBANY, N.Y.

Grant 91-36-71-41
Project completed fiscal year 1973

Howard G. Foster
September 1972

Report Descriptors: CONSTRUCTION INDUSTRY; FRINGE BENEFITS; MANPOWER UTILIZATION; UNIONIZATION; SEASONAL EMPLOYMENT

NTIS PB212200

6-217* A Disaggregate Analysis of the Effect of Unemployment on Labor Force Participation

THE OHIO STATE UNIVERSITY
COLUMBUS, OHIO

Dr. Belton M. Fleisher, Department of Economics

Grant 91-39-74-02
Project still in progress

Descriptors: UNEMPLOYMENT; LABOR FORCE PARTICIPATION LABOR SUPPLY; NATIONAL LONGITUDINAL SURVEYS

The objective of this research is to provide further evidence on the relative magnitudes of the "added worker" and "discouraged worker" effects of unemployment on labor force participation for three age-sex groups (men aged 45 to 59, women 30 to 44, and young men 14 to 24), to help resolve the questions concerning labor force sensitivity to unemployment rates that emerge from studies of cross-section aggregate data. The forces underlying local labor market unemployment are also being examined.

The research is relying mainly on disaggregate analysis, cross sectionally and over time, of the relationship between measures of labor supply and labor market unemployment. The principal data source is the National Longitudinal Surveys.

6-218* Dual Worker Married Couples

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Dr. Graham L. Staines, Research Investigator, Survey Research Center

Grant 91-26-75-28
Project still in progress

Descriptors: CAREER CHOICE; LIFESTYLES; MALE/FEMALE; PROFESSIONALS; WORKER TRAITS

This project will investigate the family relationships of dual worker married couples and the effect of each worker's job on his or her spouse. The following issues are to be explored: (1) Whether the husband's job has more impact on his wife's well-being than her job has on his; (2) how the husband's work experiences compare with the wife's; and (3) how dual career couples compare with couples in which (a) only the husband has a career job and (b) both members work but are not involved in career jobs.

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

Analyses will be drawn from 250 couples who were interviewed for the 1969-70 Survey of Working Conditions. The effect of the husband's job on his wife's job, as well as her job's effect on his, will be assessed by statistical procedures that also take into account the effect of the wife's job on her own well-being. These analyses should indicate whose job has more impact.

6-219 DYNAMIC ANALYSIS OF THE LABOR FORCE BEHAVIOR OF MEN AND YOUTH

THE OHIO STATE UNIVERSITY
COLUMBUS, OHIO

Grant 91-39-71-43
Project completed fiscal year 1973

Belton M. Fleisher, Donald O. Parsons, and Richard D. Porter
September 1972

Report Descriptors: MEN; YOUNG MEN; LABOR SUPPLY; LABOR FORCE BEHAVIOR; WAGES

NTIS PB218939/AS

6-220 AN ECONOMIC ANALYSIS OF MUNICIPAL GOVERNMENT EMPLOYMENT AND WAGES

UNIVERSITY OF MASSACHUSETTS
AMHERST, MASS.

Grant 91-25-73-09
Project completed fiscal year 1974

Dr. Ronald G. Ehrenberg
November 1973

Report Descriptors: STATE AND LOCAL GOVERNMENTS; PUBLIC EMPLOYMENT PROGRAMS; UNIONIZATION; WAGE STRUCTURE; ECONOMIC ANALYSIS AND ECONOMETRICS; STANDARD METROPOLITAN STATISTICAL AREA (SMSA)

NTIS PB225073/AS

6-221 THE EFFECTIVENESS OF MAILED APPLICANT/OPENING MATCHES AS A PLACEMENT DEVICE AND AS LABOR MARKET INFORMATION

PURDUE RESEARCH FOUNDATION
LAFAYETTE, IND.

Grant 91-18-72-19
Project completed fiscal year 1974

Dr. Joseph C. Ullman and Dr. Thomas G. Gutteridge
1974

Report Descriptors: ENGINEERS; SCIENTISTS; WORKER/JOB MATCHING; LABOR MARKET INFORMATION; EMPLOYER SERVICES; SERVICES TO WORKERS; JOB PLACEMENT

NTIS

6-222 EFFECTS OF BACKGROUND, PERSONALITY, COLLEGE, AND POSTCOLLEGE EXPERIENCE ON WOMEN'S POSTGRADUATE EMPLOYMENT

RUTGERS, THE STATE UNIVERSITY
NEW BRUNSWICK, N.J.

Grant 91-34-71-02
Project completed fiscal year 1974

Dr. Sandra S. Tangri
1974

Report Descriptors: COLLEGE GRADUATES; CAREER GOALS; YOUNG WOMEN; ROLE MODELS; CAREER PATTERNS; FAMILIES; LABOR MARKET BEHAVIOR

NTIS

6-223* EMPLOYMENT AND INCOME CONSEQUENCES OF ALTERNATIVE DEVELOPMENT STRATEGIES: EXTENSION OF THE PUERTO RICO SIMULATION MODEL

YALE UNIVERSITY
NEW HAVEN, CONN.

Dr. Richard Weisskoff, Department of Economics

Grant 91-09-74-31
Project still in progress

Descriptors: EMPLOYMENT OPPORTUNITIES; INCOME; EARNINGS; ECONOMIC DEVELOPMENT; PUERTO RICANS; MIGRATION; SIMULATION; FOREIGN TRADE AND INVESTMENTS; UNEMPLOYMENT; INPUT-OUTPUT MODELS; FARMWORKERS

This project is extending an existing multisector model of Puerto Rico to cover the development from 1970 census data of a manpower matrix of the sector composition of employment by skill and earnings categories and of families by skill, earnings, and sector of employment. With this extension, alternative economic development strategies (such as export expansion, promotion of import substitution industries, and agrarian subsidies) will be tested to discern their employment implications.

The existing model was calibrated with three bodies of information: (1) Input-output matrices for 1948 and 1963; (2) family budget studies for 2,500 families for 1963; and (3) manpower matrices from the 1950 and 1960 censuses.

Analysis of the 1/1,000 sample of the 1970 census will provide two improvements: A new manpower matrix will connect the revised sectoral flows to individual earnings and skill requirements for 43 sectors, and data on family structure will permit translation of sectoral expansions and contractions into income and expenditures for families of differing social strata.

6-224* EMPLOYMENT AND INCOME CONSEQUENCE OF ALTERNATIVE DEVELOPMENT STRATEGIES

IOWA STATE UNIVERSITY
AMES, IOWA

Dr. Richard Weisskoff, Department of Economics

Grant 91-19-75-26 (formerly Grant 91-09-74-31)
Project still in progress

Descriptors: ECONOMIC ANALYSIS AND ECONOMETRICS; ECONOMIC FORECASTING; ECONOMIC GROWTH; INCOME; MANPOWER NEEDS; MIGRATION; UNEMPLOYMENT; PUERTO RICO

This project is designed to test the sensitivity of employment by skill, sex, and educational level and to propose alternative development strategies in Puerto Rico. The study centers on two questions: (1) What are the effects of further expanding exports of capital-intensive sectors, of offering agrarian subsidies, and of promoting import-substitution industries by means of "protective" excise duties? (2) How have productivity gains and the decline of agriculture undercut efforts to provide employment opportunities and resulted in outmigration and high unemployment rates?

The research is based upon a multisectoral simulation model using data from the 1970 census in setting up model matrices. Puerto Rican manpower policies will be analyzed by the model for use in forecasting the effect of industrialization and outmigration.

6-225* AN EVALUATION OF THE EFFECTS OF ADJUSTMENT ASSISTANCE ON TRADE-DISPLACED WORKERS

MONTANA STATE UNIVERSITY
BOZEMAN, MONT.

Dr. Malcolm D. Bale, Department of Economics

Grant 91-30-74-26
Project still in progress

Descriptors: PLANT SHUTDOWN; TRADE ADJUSTMENT ASSISTANCE; TRADE EXPANSION ACT; DURATION OF UNEMPLOYMENT; FRICTIONAL UNEMPLOYMENT

This study is assessing the impact of adjustment benefits provided under the Trade Expansion Act of 1962 on recipients' employment, income, and duration of unemployment. It hypothesizes that a well-designed adjustment program which gives prompt assistance to trade-displaced workers will minimize the social and private costs of adjustment to freer trade.

The principal source is a survey by the United Rubber, Cork, Linoleum, and Plastic Workers of America (AFL-CIO) conducted in 1971 after 906 trade-displaced workers had received adjustment benefits. Socioeconomic data on over half these workers were collected in the survey and will be updated and extended. A subsample of trade-impacted workers surveyed by the Bureau of International Labor Affairs will serve as a control group.

6-226 EXPERIMENT IN THE STREETS: THE CHICAGO YOUTH DEVELOPMENT PROJECT

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Dr. Martin Gold, Institute for Social Research

Grant 91-24-68-41
Project completed fiscal year 1975

Descriptors: YOUNG MEN; CORRECTIONS; COUNSELING AND GUIDANCE; JOB PLACEMENT; APPRENTICESHIP; INNER-CITY RESIDENTS

The Chicago Youth Development Project (1961-66) was an action research program jointly undertaken by the Chicago Boys Club and the University of Michigan Institute for Social Research. It was intended to test whether a program of aggressive street work and community organization in the core of one of America's great cities could reduce delinquency among youth living there. The program itself and research design were developed congruently in order to insure the availability of the kinds of pretest and posttest, and control information necessary to construct adequate measures of program effectiveness.

The researchers analyzed the program by comparing its effect in two inner-city areas and in comparable control areas. They paid particular attention to such variables as delinquency rates, youth employment rates, school attendance, and adults' satisfaction with their community. Two methods were used to gain a measure of control over any exogenously induced changes in the neighborhoods selected. In the first method, natural unified control areas were chosen by the same criteria as those which determined the selection of the experimental areas. A comparison of the experimental areas and the natural unified control areas made it apparent that for certain kinds of comparisons, the two areas were not similar enough. Then a number of spatially dispersed census tracts were selected for specific characteristics that simulated the various individual census tracts that constituted the experimental areas. These constructed-dispersed control areas enabled the experimenters to control for certain other important characteristics, such as the existance of athletic clubs and the degree of urban renewal activity. Variables relevant to the conditions of the populations and the goals of the program were measured at the beginning and at the end of the program. Data were collected through interviews with representative samples of the boys, their mothers, community leaders, and personnel throughout the Chicago Boys Club Organization. Further material was gathered from police, court, and school records for the boys participating in the program.

The final information concludes that the project had a negligible impact on such variables as employment rates and official measures of delinquency, though there was some speculation that official measures of delinquency should not have been relied upon exclusively. The project was successful in reaching and maintaining relationships with boys who were not ordinarily served by the agency, and it was also effective in enlisting black women into community organizations, increasing their sense of efficacy and responsibility for neighborhood youth. The pro-

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***Ongoing project – final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS – report is available from National Technical Information Service.

ject was able to increase the number of boys accepted back into school, though not the number who remained in school, and to increase the number who obtained jobs, though not the number who kept jobs.

Dr. Martin Gold and Hans W. Mattick
March 1974

Report Descriptors: EFFECTIVENESS OF PROGRAMS; GHETTO RESIDENTS; DROPOUTS; EDUCATION; URBAN PROBLEMS; YOUTH; ILLINOIS, CHICAGO

NTIS PB236226

6-227 Exploratory Empirical Research on the Pathology of Secondary Labor Markets

UNIVERSITY OF CALIFORNIA, BERKELEY
BERKELEY, CALIF.

Grant 91-05-70-37
Project completed fiscal year 1974

WHY IS THE UNEMPLOYMENT RATE SO HIGH AT FULL EMPLOYMENT?

Dr. Robert E. Hall
1974

Report Descriptors: FRICTIONAL UNEMPLOYMENT; DURATION OF UNEMPLOYMENT; LABOR DEMAND; MANPOWER NEEDS; DUAL LABOR MARKETS
Available in *Brookings Papers on Economic Activity* No.3, 1970, pp. 411-41.

PROSPECTS FOR SHIFTING THE PHILLIPS CURVE THROUGH MANPOWER POLICY

Dr. Robert E. Hall

Report Descriptors: UNEMPLOYMENT/INFLATION TRADEOFF; JOB MATCHING; RETRAINING; EMPLOYMENT OPPORTUNITIES; DUAL LABOR MARKETS; MANPOWER POLICY

NTIS PB236532/AS

6-228 The Financial Resources of Released Prisoners

BUREAU OF SOCIAL SCIENCE RESEARCH, INC.
WASHINGTON, D.C.

Grant 91-11-71-32
Project completed fiscal year 1974

Dr. Kenneth J. Lenihan
1974

Report Descriptors: CORRECTIONS; STATE AND LOCAL GOVERNMENTS; INCOME

NTIS PB237471/AS

6-229* The Impact of Recent Legislative and Administrative Changes on Workers' Compensation in Texas

NORTH TEXAS STATE UNIVERSITY
DENTON, TEX.

Dr. Sam B. Barton, Department of Economics

Grant 91-48-72-10
Project still in progress

Descriptors: WORKERS' COMPENSATION LAWS; OCCUPATIONAL SAFETY AND HEALTH; TEXAS

This project appraises the operation of the Texas workers' compensation system in light of changes in the authorizing law and in the personnel and administrative procedures of the Industrial Accident Board.

In the researcher's earlier study of the system, performance indexes were developed from a sample of 5,000 cases processed from September 1966 to August 1967. These indexes were based on such injury claims data as industry, occupation, description of accident, medical report, nature of injury, extent of disability, hospitalization, wages and benefits, type of settlement, issues in dispute, disposition of case, and time lapse between the stages of claim processing.

This information is being compared with corresponding data for a random sample of 1,000 cases currently on file with the Industrial Accident Board. In addition, opinions about the nature, extent, and effects of administrative change brought about by the legislative revisions and new board personnel are being solicited through interviews with and questionnaires mailed to insurance company representatives, injured workers, doctors, hospital personnel, lawyers, judges, and union officials.

6-230 Influence of Psychological Attributes, Employment Search Patterns, Vocational Choice, and Demographic Characteristics on Earnings of Workers Terminated in a Plant Closure

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Grant 91-55-73-04
Project completed fiscal year 1974

TRAINING, TRANSFER, AND THE INFLUENCE OF JOB SEARCH PROCEDURES, PSYCHOLOGICAL ATTRIBUTES, AND PERSONAL CHARACTERISTICS ON EARNINGS OF WORKERS AFFECTED BY A PLANT CLOSURE

Dr. James L. Stern
April 1974

Report Descriptors: ADJUSTMENT; RETRAINING; WORK ATTITUDES; OCCUPATIONAL CHOICE; EARNINGS; PLANT SHUTDOWN; LABOR FORCE PARTICIPATION; JOB PLACEMENT; PREDICTION OF SUCCESS IN PROGRAMS; ATTITUDES

NTIS PB231553/AS

GPO—report is available from Government Printing Office.
MA—report is available from Manpower Administration.
See page iii for further information about ordering reports.

6-231* INTERACTION EFFECTS OF PERSONALITY, JOB TRAINING, AND LABOR MARKET CONDITIONS ON PERSONAL EMPLOYMENT AND INCOME

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Dr. Kent H. Marquis, Survey Research Center

Grant 91-26-72-12
Project still in progress

Descriptors: INCOME; WORK ATTITUDES; MOTIVATION; ASPIRATIONS; TRAINING EFFECTIVENESS AND IMPACT; LABOR MARKET BEHAVIOR

This project builds on earlier research which indicates that strongly motivated people with high expectations fare worse economically after training than those whose motivations and expectations are low. Its objectives are to test more fully traditional and new hypotheses about the interaction of personality and training and labor market conditions; to refine and validate new personality assessment devices pertaining to job market success; and to examine change and stability in expectations for success as a function of other personality variables, training, labor market conditions, and prior levels of expectancy.

The researcher is interviewing three groups: (1) Ninety subjects, interviewed for the original study, to obtain current job histories and further measures of motivation and expectations, (2) a new sample of 100 men, to be interviewed and tested as they enter training, at intervals during training and upon completion or termination of training, and (3) a control group of 50 men, matched by demographic characteristics, employment backgrounds, and skill levels with the 100 new trainees.

6-232 AN INVESTIGATION OF THE STABILITY OF HOURS OF WORK PER WEEK IN MANUFACTURING, 1947-1970

UNIVERSITY OF GEORGIA
ATHENS, GA.

Grant 91-13-72-36
Project completed fiscal year 1974

Dr. Ethel B. Jones
1974

Report Descriptors: EMPLOYMENT PATTERNS; WAGES; WORK SCHEDULES; TURNOVER; MANUFACTURING

NTIS

6-233 JOB AND GENDER: SEX AND OCCUPATIONAL PRESTIGE

THE JOHNS HOPKINS UNIVERSITY
BALTIMORE, MD.

Grant 91-24-72-44
Project completed fiscal year 1974

Dr. Peter H. Rossi and Christine E. Bose
October 1973

Report Descriptors: MALE/FEMALE; STATUS; WOMEN'S OCCUPATIONS; SEX DIFFERENCES; OCCUPATIONAL STATUS; OCCUPATIONAL CLASSIFICATION

NTIS PB224790/AS

6-234* LABOR MOBILITY AND INCOME CHANGE

NORTHWESTERN UNIVERSITY
EVANSTON, ILL.

Dr. George E. Delehanty, Department of Economics

Grant 91-15-70-12
Project still in progress

Descriptors: LABOR MOBILITY; INCOME DIFFERENTIALS; GEOGRAPHIC MOBILITY; INDUSTRIAL MOBILITY; INTERFIRM MOBILITY

This study is analyzing the relationship between geographic, industrial, and employer mobility and income for workers grouped by age, race, and sex. Using data on work and earnings in a 1-percent, employer-employee subsample of Social Security Administration records for 1959-63, the study is attempting to find out by how much, for whom, and through what processes income change is related to labor mobility.

6-235 LABOR TURNOVER, RACIAL UNEMPLOYMENT DIFFERENTIALS, AND THE DUAL LABOR MARKET HYPOTHESIS

THE UNIVERSITY OF CHICAGO
CHICAGO, ILL.

Grant 91-17-72-32
Project completed fiscal year 1974

Dr. Robert J. Flanagan
1974

Report Descriptors: TURNOVER; BLACK/WHITE; RACIAL DISCRIMINATIN; UNEMPLOYMENT; DUAL LABOR MARKETS; NATIONAL LONGITUDINAL SURVEYS; ECONOMIC ANALYSIS AND ECONOMETRICS

NTIS PB332215/AS

6-236 MANPOWER POLICY AND PROGRAMS: TOOLS FOR ECONOMIC POLICY—A PLANNING PROJECT

UNIVERSITY OF MASSACHUSETTS
AMHERST, MASS.

Grant 91-23-69-20
Project completed fiscal year 1974

Dr. Solomon Barkin
January 1974

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

Report Descriptors: ECONOMIC POLICY; MANPOWER PROJECTIONS; MANPOWER UTILIZATION; PRODUCTIVITY; ECONOMIC FORCASTING; EMPLOYMENT POLICY; INSTRUCTIONAL MATERIALS

NTIS PB227678/AS

6-237* Midlife Career Change: Patterns of Coping Response to Transitions in Employment

UNIVERSITY OF MASSACHUSETTS AT BOSTON
BOSTON, MASS.

Dr. Samuel Osherson, Department of Psychology

Grant 91-25-75-41
Project still in progress

Descriptors: ADJUSTMENT; LIFESTYLES; MIDDLE-AGED WORKERS; OCCUPATIONAL MOBILITY; EMPLOYMENT PATTERNS

The object of this research is to provide insight into the process of midlife career change. A variety of adjustments are made by the individual in a job transition, and these adjustments can be potentially stressful events. Coping response theory will be combined with an ego functioning model to produce a model with 12 ego functions. Using this model, the researcher hopes to: (1) Determine the motivations underlying the decision to change careers at midlife; (2) understand sources of stress and difficulty in the process of midlife career change; and (3) assess adaptive and maladaptive patterns of coping response to this stress.

A clinical interview procedure will be used to obtain detailed life history information on individuals 40 to 60 years old who have changed careers. A content analysis will assess the level of ego functioning, both at the time of career change and at present.

6-238 Motivational and Personality Factors Related to Career Goals of Black College Women

HOWARD UNIVERSITY
WASHINGTON, D.C.

Grant 91-09-70-36
Project completed fiscal year 1974

Dr. Martha T. Mednick
March 1973

Report Descriptors: STUDENTS; YOUNG WOMEN; BLACKS; MOTIVATION; CAREER GOALS; OCCUPATIONAL CHOICE; ASPIRATIONS; ROLE MODELS

NTIS PB218969/AS

6-239 Motivation of the Black Worker: A Review of Traditional Approaches and Critical Issues in Current Theory

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Grant 91-26-71-06
Project completed fiscal year 1973

Dr. Stanley E. Seashore, Dept. of Psychology and William M. Cobb, Jr., Institute for Social research
January 1973

Report Descriptors: BLACKS; WORK ATTITUDES; MOTIVATION; LOW-LEVEL OCCUPATIONS; LITERATURE REVIEW

NTIS PB215704/AS

6-240 Multijobholding in Wichita, Kansas

WICHITA STATE UNIVERSITY
WICHITA, KANS.

Grant 91-20-72-07
Project completed fiscal year 1973

Glenn W. Miller, Department of Economics
October 1972

Report Descriptors: MOONLIGHTING; MANPOWER UTILIZATION; EMPLOYMENT PATTERNS; JOB SATISFACTION; WORK ATTITUDES

NTIS PB213671/AS

6-241* The Nursing Salary and Promotion Structure of a Large Urban Hospital With Special Reference to Employee Performance Variables

CARNEGIE-MELLON UNIVERSITY
PITTSBURGH, PA.

Dr. Nancy M. Gordon, Department of Economics, and Dr. Thomas E. Morton, Department of Industrial Administration

Grant 91-42-74-34
Project still in progress

Descriptors: NURSES; HEALTH MANPOWER; HOSPITALS; WAGE STRUCTURE; OCCUPATIONAL STRUCTURE; UPGRADING; ECONOMIC ANALYSIS AND ECONOMETRICS; JOB PERFORMANCE

This study of the economic determinants of hiring, salary, and promotion of nurses is using existing salary, demographic, education, and work history information on 900 nurses employed at a large urban hospital. The project complements a study currently being completed under a Manpower Administration grant on the salary structure of staff employees at an urban university (see grant 91-42-73-32).

The researchers will formulate a model of the salary and promotion structure of the nursing staff, test it using regression techniques, and attempt to validate the results by replication on several cohorts of nurses at the same hospital.

6-242 OCCUPATIONAL CHOICE AND ITS DETERMINANTS AMONG TOTALLY BLIND INDIVIDUALS

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Dr. Herbert H. Hyman, Chairman, Department of Sociology

Grant 91-34-67-58
Project completed fiscal year 1975

Descriptors: HANDICAPPED; BLACK/WHITE; OCCUPATIONAL CHOICE; AGE DIFFERENCES

In this study, the totally blind were chosen as a vehicle to magnify and sharpen our understanding of the ways in which social behavior and occupational choice are guided by perception and communication. The analysis was based on the comparative occupational aspirations of children and adults, both black and white, all of whom have been blind since birth or early childhood, plus collateral findings on the parents and sighted siblings of the blind children. Data for the inquiry were drawn from a sample of 102 blind children between the ages of 10 and 15, chosen from a New York City register of the blind, and from a sample of 109 blind adults, chosen from similar registers in three northern cities. In the study of the children, the mother was interviewed first followed immediately by an interview of the blind child and then an interview of any sighted siblings. Only a few of the children in the survey were from white-collar families; nearly all of them were white. Three questions served as the main source of data about the blind child's view of work. Each child was asked to indicate the best occupational goal for (A) an outstanding young man, (B) an outstanding blind man, and (C) the child himself or herself. Each child was also asked to predict how he or she would actually end up. The questions were designed to elicit the interplay of ignorance and fantasy against reality in the future choice of an occupation. The results of the study indicate that neither ignorance and fantasy nor the sense that he or she has been labeled or consigned to a brutish existance has, in fact, shaped the blind child's approach to a career. Furthermore, the burdens of class and race that weigh heavily upon ordinary aspirants are unexpectedly lightened for blind children and special processes of socialization within the family and of communication have led to the setting of high but not unrealistic goals.
1974

Report Descriptors: ASPIRATIONS; CAREER CHOICE; HANDICAPPED; BLACKS

6-243 THE OPTIMAL TIMING OF TRAINING SUBSIDIES

PRINCETON UNIVERSITY
PRINCETON, N.J.

Grant 91-34-72-51
Project completed fiscal year 1973

Daniel S. Hamermesh
January 1973

Report Descriptors: COST EFFECTIVENESS; TRAINING EFFECTIVENESS AND IMPACT; FRICTIONAL UNEMPLOYMENT; GOVERNMENT POLICIES; TRAINING INCENTIVES

NTIS PB214559/AS

6-244* THE PERSONALITY AND ATTITUDINAL CHARACTERISTICS OF CAREER AND HOMEMAKING ORIENTED WOMEN

WAYNE STATE UNIVERSITY
DETROIT, MICH.

Dr. Robert A. Mendelsohn, Department of Psychology

Grant 91-24-68-29
Project still in progress

Descriptors: ATTITUDES; MALE/FEMALE; CAREER PATTERNS; WOMEN; ATTAINMENT; ROLE MODELS; WORK ATTITUDES; ROLE CONFLICT

This investigation of personality characteristics, conceptions of masculine and feminine roles, and bases of self-esteem is an attempt to explain why so few of the women who work have jobs commensurate with their capabilities.

A sample of 1,500 women and 500 men who graduated from Wayne State University are being given a personality test and asked to answer a questionnaire concerning their marital status and work experience. The analysis is attempting to establish differences between those women who are actively engaged in careers and those who are predominantly or exclusively homemakers and between these two groups and the men.

6-245* A PILOT STUDY OF PERCEIVED OCCUPATIONAL SIMILARITIES

THE UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN
URBANA, ILL.

Dr. Reeve Vanneman, Department of Sociology

Grant 91-17-74-29
Project still in progress

***Ongoing project – final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS – report is available from National Technical Information Service.

Descriptors: OCCUPATIONAL STRUCTURE; OCCUPATIONAL INFORMATION; LABOR MARKET INFORMATION; OCCUPATIONAL CLASSIFICATION; MANPOWER PROJECTIONS; OCCUPATIONAL STATUS; ILLINOIS

The project is investigating how people in the labor force perceive occupational differences; exploring a new method for determining what frames of reference people use in spontaneously judging occupations; and pinpointing individual background characteristics that influence the importance assigned to such dimensions of occupational differences as prestige, manufacturing vs. service sectors, and autonomous vs. bureaucratic work settings.

A random sample of adults in metropolitan Illinois areas is being asked to choose from three occupations the two that seem most similar. Based on responses to a battery of such questions, the researcher will score the degree of similarity between each pair of occupations and apply multidimensional scaling and hierarchical clustering analysis to these scores to develop simplified, cognitive maps of the occupational structure.

6-246* A PILOT STUDY OF RESPONSE TO JOB OFFERS AS AN INDEX OF LABOR MARKET CONDITIONS

STANFORD UNIVERSITY
STANFORD, CALIF.

Dr. Melvin W. Reder, Institute of Public Policy Analysis

Grant 91-05-70-44
Project still in progress

Descriptors: PILOT STUDY; JOB SEARCH; JOB APPLICANTS; CALIFORNIA, SAN FRANCISCO BAY AREA

This study is investigating the possibility of expanding the base for calculating unemployment rates to include a measure of intensity of job-search activity. It is developing and experimenting with instruments to measure: (1) The intensity with which unemployed persons search for jobs and (2) the success of individuals in locating employment relative to the intensity of their jobseeking.

The researcher is selecting samples of applicants at private firms and various types of placement agencies in the San Francisco Bay area; stratifying them by such characteristics as age, sex, and occupational category; and tabulating individual reactions to valid job vacancies reported to them by the researchers. A scale for classifying individuals by the degree of intensity with which they search for jobs is being constructed. Data are being collected in followup interviews from the sample groups for an assessment of subsequent job success relative to individual characteristics and intensity of job search.

6-247* PSYCHOLOGICAL INFLUENCES ON WHITE-COLLAR PAY

MICHIGAN STATE UNIVERSITY
EAST LANSING, MICH.

Dr. Einar Hardin, Professor of Labor and Industrial Relations

Grant 91-26-75-27
Project still in progress

Descriptors: ATTITUDES; DATA SOURCES AND USE; HUMAN CAPITAL; INCOME; LABOR MARKET; WHITE-COLLAR OCCUPATIONS

This study is designed to identify psychological variables that influence the pay of individuals. Four tasks to be undertaken are: (1) Estimates of the direction and average magnitude of pay effects on each of the variables; (2) analysis of the influence of sex on the effects of the psychological variables; (3) study of variation in the effects across labor markets; and (4) calculations of the social and private economic benefits of potential change in the psychological characteristics of employees.

A questionnaire will be distributed to employees at all occupational levels across the white-collar labor market. Questions will cover attitudes, education, work experience, and demographic characteristics. Data records from companies will be sought and regression analysis will be utilized in determining coefficients of the human capital model of pay.

6-248 PUBLIC ASSISTANCE AND MANPOWER POLICY: U.S. IMPLICATIONS OF THE BRITISH EXPERIENCE

NEW YORK UNIVERSITY
NEW YORK, N.Y.

Dr. Bruno Stein, Department of Economics

Grant 91-36-73-01
Project completed fiscal year 1975

Descriptors: WELFARE PROGRAMS; GREAT BRITAIN; INCOME MAINTENANCE; FAMILY ASSISTANCE PLAN

This study examined the relationship between British manpower and income maintenance policies and their implications for U.S. policy planning.

Some conclusions drawn from the study were: (1) All income maintenance programs contain implicit and explicit policies regarding the labor market behavior of clients; behavior is reflected not only in explicit policy statements but also in sanctions and incentives that make up the practices and benefits. (2) The entire income maintenance system applicable to able-bodied persons must be considered as a whole when one tries to infer the system's labor market policies. (3) In order to overcome the problems that stem from the dichotomous economic and social goals of training, a training structure should be developed that feeds clients into the mainstream of training and placement programs. (4) Manpower training programs can serve two functions with respect to public assistance: increase earning power and thus the opportunity cost of remaining on welfare, and the second is to serve as part of the sanctions and control mechanisms. (5) The economic goals of general manpower policies (e.g., growth and productivity) conflict with social goals.

GPO—report is available from Government Printing Office.
MA—report is available from Manpower Administration.
See page iii for further information about ordering reports.

This study relied on personal observations as well as on formal data. It involved visits to British centers operated by the Department of Employment and the Department of Health and Social Security.
May 1974

NTIS PB236175/AS

6-249* QUALITY OF EMPLOYMENT AND SELF-INVESTMENT IN WORK

MICHIGAN STATE UNIVERSITY
EAST LANSING, MICH

Dr. William A. Faunce, Department of Sociology

Grant 91-26-74-24
Project still in progress

Descriptors: RETURNS ON EDUCATIONAL INVESTMENT; HUMAN CAPITAL; EDUCATION EFFECT ON CAREER PATTERNS; MEANING OF WORK; QUALITY OF EMPLOYMENT

This project considers how self-investment in the job acts as a determinant of work behavior and attitudes. It seeks to increase understanding of the factors that produce self-investment in work and the consequences for employment behavior of variation in level of self-investment.

The researcher is gathering information from a variety of published sources.

6-250 RECENT SECOND CAREER PATTERNS OF MILITARY RETIREES

BUREAU OF SOCIAL SCIENCE RESEARCH, INC
WASHINGTON, D.C.

Grant 91-09-69-31
Project completed fiscal year 1974

Dr. Albert D. Biderman
June 1973

Report Descriptors: TRANSFERABILITY OF SKILLS; ARMED FORCES; ADJUSTMENT; CAREER PATTERNS; RETIREMENT; OCCUPATIONAL MOBILITY; SECOND CAREERS

NTIS

6-251* THE RELATIONSHIP BETWEEN UNEMPLOYMENT AND COMMUTING WITHIN GEOGRAPHICAL AREAS

UNIVERSITY OF HOUSTON
HOUSTON, TEX.

Dr. Louis H. Stern, Department of Economics and Finance

Grant 91-46-68-48
Project still in progress

Descriptors: COMMUTING; STANDARD METROPOLITAN STATISTICAL AREA (SMSA); LABOR MARKET AREAS; UNEMPLOYED

This pilot study is considering whether 15 regions delineated as standard metropolitan statistical areas (SMSA's) are actually adequate for labor market analyses.

Using 1960 census data, the study seeks to determine whether an SMSA's unemployment rate is an appropriate economic indicator for any of its geographic subdivisions. It is testing the hypothesis that commuting to jobs within the area generally equalizes unemployment rates among the subdivision residents who are in the labor force, allowing for differences in occupation, sex, and racial or ethnic group.

6-252* THE RELATIONSHIP BETWEEN REGIONAL AND OVERALL EMPLOYMENT

NORTHWESTERN UNIVERSITY
EVANSTON, ILL.

Dr. Frank Brechling, Department of Economics

Grant 91-15-70-07
Project still in progress

Descriptors: WAGES; BUSINESS CYCLE; UNEMPLOYMENT/INFLATION TRADEOFF; EMPLOYMENT OPPORTUNITIES

This study examines State and local variations in cyclical and secular fluctuations in unemployment, especially in response to overall changes in economic activity and their relationship to aggregate wage behavior.

The analysis is based primarily on published data on employment and unemployment for 49 States and 150 labor market areas.

6-253* RELATIONSHIP BETWEEN FERTILITY AND LABOR PARTICIPATION OF MARRIED WHITE AND BLACK WOMEN

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Dr. Paul R. Gregory, Department of Economics

Grant 91-48-74-44
Project still in progress

Descriptors: FERTILITY; POPULATION; LABOR FORCE PARTICIPATION LABOR SUPPLY; BLACK/WHITE; WOMEN; EMPLOYMENT OPPORTUNITIES; NATIONAL LONGITUDINAL SURVEYS; MODELS

This study is investigating both the impact of fertility upon married women's labor force participation and the reverse impact of labor market opportunities upon the fertility decision. It will explore this dual relationship in light of the effects of such additional variables as income, education, and a number of sociological factors. Separate models for white and black women will be estimated

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***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

from National Longitudinal Survey data on the work experience of women aged 30 to 44.

6-254 REPORT ON THE 1972 NEW MANPOWER RESEARCHERS CONFERENCE

NATIONAL MANPOWER POLICY TASK FORCE
WASHINGTON, D.C.

Grant 21-11-73-11
Project completed fiscal year 1973
1973

Report Descriptors: NATIONAL MANPOWER POLICY TASK FORCE; MANPOWER PLANNING, RESEARCH, AND DEVELOPMENT; CONFERENCES

NTIS PB220494/AS

6-255 SHORT-RUN EMPLOYMENT FLUCTUATIONS IN PUBLIC UTILITIES

CLAREMONT GRADUATE SCHOOL
CLAREMONT, CALIF.

Grant 91-06-72-45
Project completed fiscal year 1974

Dr. David J. Smyth
February 1974

Report Descriptors: PUBLIC UTILITIES; ECONOMIC ANALYSIS AND ECONOMETRICS; ECONOMIC FORECASTING; PRODUCTIVITY; EMPLOYMENT OPPORTUNITIES

NTIS PB228259/AS

6-256 SOCIAL NETWORK EFFECTS ON EMPLOYMENT

THE UNIVERSITY OF WISCONSIN
MILWAUKEE, WIS.

Grant 91-55-72-27
Project completed fiscal year 1974

Dr. Alvin W. Wolfe with the assistance of Linda Dean
April 1974

Report Descriptors: EMPLOYMENT PATTERNS; JOB SATISFACTION; STATUS; JOB SEARCH; SOCIAL RELATIONSHIPS

NTIS PB231900/AS

6-257* THE STAFF SALARY STRUCTURE OF A LARGE URBAN UNIVERSITY WITH SPECIAL REFERENCES TO SEX DISCRIMINATION

CARNEGIE-MELLON UNIVERSITY
PITTSBURGH, PA.

Dr. Nancy M. Gordon, Department of Economics, and Dr. Thomas E. Morton, Department of Industrial Administration

Grant 91-42-73-32
Project still in progress

Descriptors: URBAN AREAS; SEX DISCRIMINATION; WAGE DIFFERENTIALS; MALE/FEMALE; WAGE STRUCTURE; UNIVERSITIES AND COLLEGES; ECONOMIC ANALYSIS AND ECONOMETRICS

This study is attempting to: (1) Develop a general model of the salary structure of nonfaculty university staff employees; (2) produce a job classification aggregation scheme; (3) fit the model econometrically for the staff of a specific university; and (4) use the model to estimate the extent of sex-related wage differentials.

The study is using data on all full-time employees of a large urban university, controlling for age, marital status, years at the university, education, job classification, and department. The relationship between salary and the explanatory variables is being investigated for men and women separately, as well as for all employees together.

6-258* STANDARD-OF-LIVING BUDGETS, ADEQUACY OF EARNINGS, AND LABOR FORCE PARTICIPATION RATES OF MARRIED WOMEN

ST. OLAF COLLEGE
NORTHFIELD, MINN.

Dr. Frank W. Gery, Department of Economics

Grant 91-27-74-35
Project still in progress

Descriptors: EARNINGS; WAGES; SEX DIFFERENCES; INCOME DIFFERENTIALS; COSTS; LABOR FORCE PARTICIPATION; LABOR SUPPLY; CONSUMPTION; WOMEN; FAMILIES

The focus of this study is the impact of the gap between earnings and standard-of-living budgets on the labor force participation of married women. Hypotheses to be tested include: (1) Labor participation rates of women are positively related to the gap between male earnings and the medium standard-of-living budget. (2) The greater the above budget gap, the larger the ratio of male/female earnings. (3) Labor participation rates of married women are positively related to the surplus of pooled earnings of husband-wife working families over the medium standard-of-living budget.

The researcher is replicating, for the year 1970, the findings reported for earlier decennial census years in a Princeton University study of data from 100 labor markets. Budget earnings gaps are being calculated from detailed standard-of-living budget estimates that the Bureau of Labor Statistics prepared for 39 labor markets.

6-259* WHITE-COLLAR WORK

NORTHWESTERN UNIVERSITY
EVANSTON, ILL.

GPO—report is available from Government Printing Office.
MA—report is available from Manpower Administration.
See page iii for further information about ordering reports.

Dr. Richard Berk, Department of Sociology

Grant 91-17-74-32
Project still in progress

Descriptors: WHITE-COLLAR OCCUPATIONS; JOB SATISFACTION; ABSENTEEISM; TURNOVER; PRODUCTIVITY; BANKING INDUSTRY; ILLINOIS; CHICAGO

This study is exploring job satisfaction, absenteeism, turnover, and productivity among nonsupervisory, white-collar workers.

Within each of 20 large financial institutions in Chicago, 20 top executives, 21 personnel officers, 130 first line supervisors, and 1,308 white-collar workers have been surveyed. This project is analyzing the results.

6-260 Why Do Blacks and Women Have High Unemployment Rates?

THE AMERICAN UNIVERSITY
WASHINGTON, D.C.

Grant 91-11-72-40
Project completed fiscal year 1974

Dr. Nancy S. Barrett and Dr. Richard D. Morganstern
1974

Report Descriptors: RACE; SEX DIFFERENCES; JOB SATISFACTION; DURATION OF UNEMPLOYMENT; MANPOWER NEEDS; TURNOVER; BLACK/WHITE

NTIS PB236670/AS

6-261* Women and the American Occupational Structure

TEXAS TECHNOLOGICAL UNIVERSITY
LUBBOCK, TEX.

Dr. Elizabeth M. Havens, Department of Sociology

Grant 91-48-74-25 (formerly Grant 91-48-73-35)
Project still in progress

Descriptors: WOMEN; CAREER PATTERNS; MALE/FEMALE; OCCUPATIONAL STRUCTURE; LABOR FORCE PARTICIPATION; OCCUPATIONAL MOBILITY; FERTILITY; NATIONAL LONGITUDINAL SURVEYS

This project is pinpointing and defining the conditions that govern working women's chances of achieving economic success. Its objective is to ascertain how certain social origin and recruitment variables influence: (1) The regularity of women's participation in the American occupational structure and (2) the positions of destination in that structure for career women. In addition, questions about differences in the intergenerational occupational mobility patterns of men and women and the relation between occupational mobility and fertility will be investigated.

Sources include National Longitudinal Survey data on women 30 to 44 years of age, Census Current Population Surveys, and Department of Labor Monthly Labor Surveys.

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*Ongoing project—final report not yet available.
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

7. MANPOWER, FOREIGN TRADE, AND U.S. INVESTMENT ABROAD

The Foreign Economic Research Staff of the Bureau of International Labor Affairs (Department of Labor) conducts a research program that is international in focus. This program concentrates particularly on the impact of U.S. foreign trade and investment policies on American labor. The entries in this chapter record the active and recently completed research projects that are part of this program.

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

7. MANPOWER, FOREIGN TRADE, AND U.S. INVESTMENT ABROAD

7-001* AN ANALYSIS OF LABOR TURNOVER IN U.S. MANUFACTURING INDUSTRIES

THE PUBLIC RESEARCH INSTITUTE OF THE CENTER FOR NAVAL ANALYSIS
ARLINGTON, VA.

Dr. Frank Brechling and Dr. Dale J. Mortensen

ILAB contract 74-25
Project still in progress

Descriptors: WAGES; LABOR MOBILITY; UNEMPLOYMENT

The project examines the way employment adjustments take place in declining industries. Of particular interest is to what extent voluntary attrition makes layoffs unnecessary.

This empirical investigation consists of two parts. First, the time series of labor turnover for various 4-digit manufacturing industries will be subjected to intensive analysis. An attempt will be made to discover the relationships between various labor turnover variables and the net changes in employment. Any interindustry difference in the relationships will be studied.

Second, the information that permits computation of the tenure distribution of employees, as well as of the relationship between attrition rates and tenure, will be extracted from the Longitudinal Employer-Employee Data file. Both types of distribution will then be computed and compared over time and across industries, enabling the researchers to ascertain: (1) The relationships between tenure distribution of employees and total quits and layoffs and (2) the tenure distribution of separations. Both are relevant because the adjustment costs of tariff or quota reductions are expected to increase with the length of tenure.

The project should yield estimates of the number of workers dislocated as a result of a given permanent net reduction of employment in various circumstances and the tenure distribution of these dislocated workers for a number of 4-digit industries.

7-002* THE BEHAVIOR OF LAID-OFF WORKERS IN MANUFACTURING: AN AGGREGATE AND DISAGGREGATE ANALYSIS

THE OHIO STATE UNIVERSITY
COLUMBUS, OHIO
Dr. Donald O. Parsons and Dr. Belton M. Fleisher

ILAB contract 75-13
Project still in progress

Descriptors: FOREIGN TRADE AND INVESTMENTS; LAYOFFS; MANUFACTURING

The main focus of this study is on the estimation of the rates at which laid-off workers not recalled to their previous jobs are absorbed into the economy. Rates of absorption will be estimated for narrowly defined manufacturing industries. These estimates should be useful in comparing rates across industries and in estimating adjustment costs attributable to dislocation that may result from concessions granted in the current Multilateral Trade Negotiations.

7-003* CHANGES IN U.S. MARKE[illegible]ARE, THE MULTINATIONAL CORPORATION, AND LABOR MARKET DISTURBANCES

NEW YORK UNIVERSITY
NEW YORK, N.Y.

Dr. Robert G. Hawkins

ILAB contract 74-18
Project still in progress

Descriptors: FOREIGN TRADE AND INVESTMENTS; CORPORATIONS; LABOR DEMAND

This study will assess the relative importance of foreign investment by U.S. firms in the overall changes in the international competitiveness of U.S. production and, in turn, the changes in U.S. employment, skill requirements, unemployment rates, and other variables associated with these overall changes.

7-004* COST-BENEFIT ANALYSIS OF THE EFFEC[illegible]S OF TRADE POLICIES ON PRODUCT AND LABOR MARKETS: INDUSTRY STUDY OF AUTOMOBILES

CHARLES RIVER ASSOCIATES, INC.
CAMBRIDGE, MASS.

Dr. James C. Burrows

ILAB contract 74-19
Project still in progress

***Ongoing project — final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS — report is available from National Technical Information Service.

Descriptors: FOREIGN TRADE AND INVESTMENTS; LABOR DEMAND; TRANSPORTATION EQUIPMENT INDUSTRY

This study will analyze the effects of potential changes in trade policies affecting the domestic passenger automobile industry on the automobile labor force composition and on the dynamics of labor adjustment to changes in domestic output. Longrun welfare costs and shortrun adjustment costs will be estimated.

7-005* Domestic Impacts of an Overvalued Currency

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Dr. Phoebus Dhrymes

ILAB contract 74-15
Project still in progress

Descriptors: FOREIGN TRADE AND INVESTMENTS; CURRENCY; ECONOMIC ANALYSIS AND ECONOMETRICS; EMPLOYMENT; WAGES

This study will measure the impact of an overvalued U.S. currency on domestic labor, employment, wages, investment, output, and prices. Both a general equilibrium analysis and a partial equilibrium analysis for industry groupings at the Standard Industrial Classification 1-digit level will be attempted.

7-006* The Effects of Trade Policy Changes on the Pulp and Paper Industry

BOEING COMPUTER SERVICES, INC.
WASHINGTON, D.C.

Dr. Michael Rahm

ILAB contract 75-04
Project still in progress

Descriptors: PULP AND PAPER INDUSTRY; FOREIGN TRADE AND INVESTMENTS; SUPPLY ACCESS; LITERATURE REVIEW

This study will investigate the quality and quantity of available data on the pulp and paper industries to determine whether a full-scale study of these industries would provide useful insight for the Multilateral Trade Negotiations. Such a study would include the area of short supply and the role of the European Economic Community industrial policy.

The researcher will seek data on: (1) Domestic and foreign production of pulp and paper products; (2) domestic and foreign price data by product type; (3) trade data on a basis consistent with (1) and (2); (4) transportation costs; and (5) labor force data, both foreign and domestic.

7-007* Effects on U.S. Labor of U.S. Sugar Policies and Programs

FREDERICK BURK FOUNDATION FOR EDUCATION
SAN FRANCISCO, CALIF.

Dr. Thomas Bates and Dr. Gordon Gemmell

ILAB contract 74-16
Project still in progress

Descriptors: FOREIGN TRADE AND INVESTMENTS; PRODUCT DEMAND; SUGAR INDUSTRY; SIMULATION

This is a two-part study to estimate the economic effects of alternative U.S. sugar programs.

Part I is funded by the Treasury Department. Supply, demand, and transportation cost functions will be used to develop a model capable of simulating the sugar market in the past two decades. This model will be used to project supply, demand, and price for sugar in the United States and other countries under a variety of international arrangements.

Part II is funded by the Labor Department. The grantee will study the welfare effects and estimates of effects on wages, employment, land use, and changes in man/machine ratios of alternative U.S. sugar policies.

7-008* An Empirical Analysis of the U.S. Footwear Industry

Dr. John Lombardi, and Dr. Michael Szenberg

ILAB contract 74-17
Project still in progress

Descriptors: FOREIGN TRADE AND INVESTMENTS; LABOR DEMAND; SHOE INDUSTRY

This study will examine the effects of a change in trade restrictions on the U.S. footwear industry. Output changes resulting from changes in trade restrictions will be estimated. Production relationships will be used to predict changes in labor markets, and a detailed analysis of the resulting labor market adjustment process will be used to estimate the costs and the wage changes of affected workers.

7-009* An Evaluation of the Trade Adjustment Assistance Program

PENNSYLVANIA STATE UNIVERSITY
UNIVERSITY PARK, PA.

Dr. Jacob Kaufman and Dr. George Neuman

ILAB contract 74-23
Project still in progress

Descriptors: FOREIGN TRADE AND INVESTMENTS; UNIONIZATION; TRADE ADJUSTMENT ASSISTANCE; LAYOFFS; LABOR DEMAND

This study will measure the effectiveness of the Trade Adjustment Assistance Program in compensating affected workers and facilitating their adjustment to new employment opportunities. Included will be an investigation of the effect of various institutional features, such as unionization and the size of the petitioning unit, on the length of time between the dates when workers are certified and when they actually receive cash allowances. The research plan includes surveys of a sample of the total population of workers eligible for Trade Adjustment Assistance and of a control group of workers displaced in the same industries.

7-010* GENERAL EQUILIBRIUM ESTIMATION OF THE EFFECTS OF TRADE LIBERALIZATION ON TRADE AND EMPLOYMENT BY INDUSTRY

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Dr. Robert M. Stern

ILAB contract 74-22
Project still in progress

Descriptors: FOREIGN TRADE AND INVESTMENTS; LAYOFFS; SIMULATION

This study will empirically investigate the effects of tariffs and other barriers on trade and employment by industry for the United States and other major industrialized countries. The analysis is based upon a cross-country model of trade dependence. Simulations will be made of the effects on trade and employment by industry of potential measures of liberalization that may be implemented in the forthcoming GATT Multilateral Trade Negotiations.

7-011* THE IMPACT OF U.S. FOREIGN TRADE AND INVESTMENT ON U.S. LABOR

Thomas Horst, and Rachel McCulloch

ILAB contract 75-15
Project still in progress

Descriptors: FOREIGN TRADE AND INVESTMENTS; CORPORATIONS; LABOR DEMAND

This study consists of two parts, the first of which will be a critical review of the neoclassical models used to assess the impact of foreign investment on U.S. labor. The assumption of these models and their sensitivity to empirical estimation will be examined. The second part will explore the way in which U.S. labor has adjusted to disruption in U.S. trade patterns, whether induced by foreign investment or other causes. One aspect will be the analysis of changes in skill mix within industries in which U.S. multinational corporations predominate. The costs associated with job displacement will also be estimated.

7-012* THE INCIDENCE OF AND ADJUSTMENT TO TEMPORARY INVOLUNTARY UNEMPLOYMENT

GEORGIA STATE UNIVERSITY
ATLANTA, GA.

Dr. Paula E. Stephan, Dr. David Lawrence Sjoquist, and Dr. Larry D. Schroeder

ILAB contract 75-25
Project still in progress

Descriptors: EARNINGS; LABOR DEMAND; LABOR MOBILITY; UNEMPLOYMENT; LAYOFFS

This study will investigate the short- and long-term impacts of involuntary unemployment, using data from the Michigan Income Dynamics Panel.

The first portion of the study will measure the immediate loss in earnings due to unemployment for different types of workers.

The second portion will investigate the longer run impact of unemployment. To investigate the longer term effects on earnings of the unemployed, the researchers will consider means by which such effects are likely to be transmitted including human capital formation, attitudinal changes, and labor market supply responses via labor mobility. In doing so, they may be able to determine if there are substantial differences between the shorter term impacts of unemployment on individual-level earnings and the longer term distributional effects.

7-013 AN INTERNATIONAL COMPARISON OF ADVANCES IN PRODUCTIVITY

DATA RESOURCES, INC.
CAMBRIDGE, MASS.

Dr. Laurits R. Christensen, Dr. Dale W. Jorgensen, Principal Investigators and Klaus Conrad, Diane Cummings, Mitsuo Ezaki

ILAB contract 73-06
Project completed fiscal year 1975

Descriptors: PRODUCTIVITY; INVESTMENT; ECONOMIC GROWTH; TECHNOLOGY AND TECHNOLOGICAL CHANGE

This study investigated the sources of productivity growth in the United States, Canada, Germany, Japan, and South Korea. The growth in productivity is divided into four components—growth due to capital deepening (the growth of capital per worker), technology, labor quality, and capital quality.

The average annual rate of increase in productivity in the United States fell from 3.5 percent between 1947 and 1960 to 2.8 percent between 1960 and 1973, and was 3.1 percent over the entire period. The growth in productivity resulting from capital deepening in the United States declined from 1.2 percent between 1947 and 1960 to 0.5 percent from 1960 to 1973 and is largely responsible for the overall decline in the growth of U.S. productivity.

During the period 1947 through 1973, the contribution of capital deepening to the growth in productivity in the United States averaged 0.9 percent per year, while the total annual average growth in productivity was 3.1 percent. For roughly the same period in Germany, the contribution of capital deepening to productivity growth averaged 2.7 percent annually, compared with the yearly average increase in productivity of 6.7 percent. In Japan, capital deepening contributed 1.6 percent per year to productivity, which grew at the rate of 6.8 percent annually. The contribution of capital deepening to productivity has, in absolute terms, been greater in Japan and Germany than in the United States; and in Germany, it represented a greater share in productivity growth.

The study concludes that the decline in the growth rate of productivity in the United States is due both to a decline in the rate of capital accumulation and an unusually large increase in the size of the labor force.

MEASURING ECONOMIC PERFORMANCE

VOL. 1 INTERNATIONAL COMPARISON OF ECONOMIC PERFORMANCE

Dr. Dale W. Jorgensen, and Dr. Laurits R. Christensen
December 1974
Request for copies may be sent to: Rm. S5303A, Office of Foreign Economic Research, Bureau of International Labor Affairs, U.S. Department of Labor, Washington, D. C. 20210.

MEASURING ECONOMIC PERFORMANCE

VOL. 2 DATA, METHODS, AND SOURCES FOR MEASURING ECONOMIC PERFORMANCE

Dr. Dale W. Jorgensen and Dr. Laurits R. Christensen
December 1974
Requests for copies may be sent to: S5303a, Office of Foreign Economic Research, Bureau of International Labor Affairs, U.S. Department of Labor, Washington, D.C. 20210.

7-014* International Transfer of Industrial Technology by U.S. Firms and Its Implications for the U.S. Economy

DEVELOPING WORLD INDUSTRY AND TECHNOLOGY, INC.
WASHINGTON, D.C.

Dr. Jack Baranson

ILAB contract 75-17
Project still in progress

Descriptors: FOREIGN TRADE AND INVESTMENTS; TECHNOLOGY TRANSFER; TECHNOLOGY AND TECHNOLOGICAL CHANGE; CORPORATIONS; LABOR DEMAND

The focus of this study will be on the technology transfers by U.S. firms to noncontrolled foreign affiliates and how these transfers may affect U.S. workers. The researcher will seek to determine what factors and conditions influence these decisions, including the extent and timing of such transfers. Efforts will be made to trace the effects of these transfers on the productive capabilities of recipient enterprises and the consequences for the U.S. competitive position in world markets as well as the impact upon levels and distributions of U.S. employment and national income. The research will examine related issues, such as the channels and modes of technology transfer and the commercial necessity to sell technology abroad in order to sustain research and development at home.

7-015* The Labor Market in the Open Macroeconomic Model

TULANE UNIVERSITY
NEW ORLEANS, LA.

David T. King

ILAB contract 74-24
Project still in progress

Descriptors: ECONOMIC ANALYSIS AND ECONOMETRICS; LABOR MOBILITY; MANPOWER PLANNING, RESEARCH, AND DEVELOPMENT; LABOR MARKET

The dissertation will develop an alternative theory of market entry and intermarket flows of goods and apply that theory to the labor market in the open macroeconomic model. The model will be empirically tested.

7-016* Price Response in Markets for Import and Domestic Goods

UNIVERSITY OF WYOMING
LARAMIE, WYO.

Dr. John Mutti

ILAB contract 74-14
Project still in progress

Descriptors: FOREIGN TRADE AND INVESTMENTS; PRODUCT DEMAND; PRICES

This study is concerned with the change in the demand for domestic goods resulting from lower prices of imports after trade barriers are removed. Price responsiveness to demand and supply of domestic output will be measured for industries on a disaggregated level.

7-017* A Program to Study Foreign Trade Effects on Employment Using the Wharton Econometric Models

WHARTON ECONOMETRIC FORECASTING ASSOCIATES, INC.
PHILADELPHIA, PA.

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

Dr. Ross S. Preston, Dr. F. Gerald Adams, and Dr. Lawrence R. Klein

ILAB contract 74-12
Project still in progress

Descriptors: FOREIGN TRADE AND INVESTMENTS; LABOR DEMAND; ECONOMIC GROWTH; ECONOMIC ANALYSIS AND ECONOMETRICS

This study will examine the effects of trade developments and trade policy on U.S. labor markets. Using the Wharton Quarterly Model, the researchers will estimate the aggregate impact of alternative trade scenarios, such as tariff reduction, devaluation, and quantitative restriction, on employment, unemployment, wages, aggregate economic growth, and inflation. The impact of trade developments on the Nation's domestic structure, employment, and wages will also be analyzed on a disaggregated level through use of a modified version of the Wharton Long-Term Annual and Industry Forecasting Model.

7-018 REMOVING RESTRICTIONS ON IMPORTS OF STEEL

THE PUBLIC RESEARCH INSTITUTE OF THE CENTER FOR NAVAL ANALYSIS
ARLINGTON, VA.

Dr. James Jondrow, Eugene Devine, Dr. Louis Jacobson, Dr. Arnold Katz, David O'Neill

ILAB contract 73-08
Project completed fiscal year 1975

Descriptors: FOREIGN TRADE AND INVESTMENTS; EARNINGS; LABOR DEMAND; STEEL INDUSTRY

This study traces the effect of removing restrictions on imports of steel through the product and employment markets and estimates the earnings losses of steel workers and net gains to steel users that would result.

The principal restrictions on imports of steel to the United States are a tariff of about 6 percent and a voluntary quota on steel shipments to this country administered by exporting nations, which was in effect from 1969-74. The effects of these restrictions during the 1969-73 period are examined, and the effects of removing them in 1974 are estimated.

Examination of the historical period 1967-73 suggests that the quota was an effective impediment to imports and that, in its absence, imports would have been as much as 54.4 percent higher, domestic shipments up to 9.7 percent lower, and employment as much as 9.6 percent lower.

Future effects were estimated under alternative scenarios. The most plausible case resulted in a projection of minimal import penetration and employment displacement. An alternative case resulting in heavy import penetration and employment displacement was examined, even though it involved assumptions so extreme as to seem implausible.

The minimal penetration case assumes that exchange rates hold their 1974 values and that any employment loss due to import penetration is proportional to output loss. Under these assumptions, the quota proved not to be binding, leaving only the tariff as an effective restriction. Removal of this tariff would raise imports by 12.0 percent at most and displace less than 1.5 percent of domestic output and employment. Earnings losses and consumer gains would be minor.

The above scenario is based on a believable—though not inevitable—prediction of the future. The extreme (implausible) scenario is based on a return to the 1968 "overvalued" dollar and a more proportionate response of employment to changes in output. The assumption that we will return to 1968 exchange rates seems unlikely, but it is useful for illustrative purposes. Predictions based on this assumption showed heavy import penetration and a strong restrictive effect of the quota. In this scenario, removal of trade restrictions would raise imports by up to 69.3 percent and lower domestic production by 10.1 percent. Employment losses would range up to 17.4 percent. Earning losses, though substantial, would be dominated by the estimated benefits derived by steel users.

May 1975request for copies may be sent to: rm. s5303a, office of foreign economic research, bureau of international labor affairs, u.s. department of labor, washington, d.c. 20210

7-019* A REVIEW OF STUDIES OF LABOR ADJUSTMENT TO EMPLOYMENT REDUCTIONS

UNIVERSITY OF ROCHESTER
ROCHESTER, N.Y.
AND
PUBLIC RESEARCH INSTITUTE, CENTER FOR NAVAL ANALYSIS
ARLINGTON, VA.

Arlene Holen

ILAB contract 75-08
Project still in progress

Descriptors: EARNINGS; LABOR DEMAND; LABOR FORCE; LITERATURE REVIEW; EMPLOYMENT

This project will survey and critically review empirical studies of the effects of reductions in an industry's demand for labor on the long-term employment and earning patterns of displaced workers. The survey and review will include summarizing and comparing methodology and findings. Attempts will be made to reconcile differences or choose between alternative findings on methodological grounds where study findings may be inconsistent or contradictory.

7-020* SERIES OF THREE RESEARCH PROJECTS ON EMPLOYMENT EFFECTS OF FOREIGN INVESTMENT AND TRADE

MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASS.

GPO – report is available from Government Printing Office.
MA – report is available from Manpower Administration.
See page iii for further information about ordering reports.

Dr. Richard D. Robinson, Dr. Ithiel de Sola Pool, Dr. Kenneth S. Mericle, and Dr. Lester Thurow

ILAB contract 74-01
Project still in progress

Descriptors: FOREIGN TRADE AND INVESTMENTS; CORPORATIONS; EARNINGS; LABOR DEMAND

This study is concerned with certain developments in international trade and their impact on domestic employment. The areas of study are: (1) Foreign direct investment in the Brazilian auto industry; (2) early warning indicators of trade-impacted industries and effective adjustment; (3) national efforts to establish guidelines for the behavior of multinational enterprises with corporate response; and (4) the effect of U.S. agricultural exports on the real wages of U.S. workers. Parts (2) and (3) of the study have been completed.

7-021* A Study of Trade and Employment in the Electronics Industry

KEARNEY MANAGEMENT CONSULTANTS
CHICAGO, ILL.

Dr. Lester G. Telser

ILAB contract 75-10
Project still in progress

Descriptors: FOREIGN TRADE AND INVESTMENTS; TECHNOLOGY AND TECHNOLOGICAL CHANGE; LABOR DEMAND; ELECTRONICS INDUSTRY

The purpose of this study is to develop information concerning the effects of trade barriers, both foreign and domestic, on trade flows, income, and domestic employment in the electronics industry. Such information will be developed for various product segments, including electronic components and accessories, radio and television receiving sets and transmitting equipment, electronic calculators, industrial controls, and others, that are of major importance and may be significantly affected by altered trade barriers.

In addition, information will be developed on the effects of offshore assembly provisions, direct foreign investment, and the transfer of U.S. technology abroad on the level and composition of U.S. exports and imports and the resultant impact on domestic employment.

7-022* Supply Access Issues

CHARLES RIVER ASSOCIATES, INC.
CAMBRIDGE, MASS.

Dr. James C. Burrows, Robin C. Landis, Michael Wolfe Landis, and Stephen Beggs

ILAB contract 75-03
Project still in progress

Descriptors: SUPPLY ACCESS; FOREIGN TRADE AND INVESTMENTS; MINERALS

This study will investigate the probabilities and potential costs to the United States of cartels and supply interruptions in the major mineral commodities. The markets studied will include aluminum, chromite, cobalt, copper, iron ore, manganese, mercury, platinum, tin, and tungsten. A rough estimate of monopoly price will be made where cartelization seems probable. Where cartels or supply interruptions appear most likely, the project will estimate the economic costs to the United States, including the dislocation costs that workers may have to incur.

In addition, the merits of various policy options in dealing with the supply access problem will be examined. The project will concentrate on the kinds of agreements that might be appropriate for the United States to enter into with foreign suppliers and what the United States should be willing to give up in return. The possible exploitation by the United States of its monopoly power in products such as food, as well as threats to use its monopsony power as a buyer in world markets, will be included in the policy alternatives studied.

7-023* Tariff Items 806.30 and 807.00 and Foreign Component Manufacturing

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Lee A. Reynis

ILAB contract 75-14
Project still in progress

Descriptors: FOREIGN TRADE AND INVESTMENTS; TECHNOLOGY AND TECHNOLOGICAL CHANGE; LABOR DEMAND; TECHNOLOGY TRANSFER

This study is concerned with the domestic impact on employment of the offshore assembly provisions of the U.S. tariff schedule. Under items 806.30 and 807.00, components manufactured in the United States may be sent abroad for final assembly. When components or finished goods are reimported, only the value added is subject to tariff duty.

Of particular interest is the impact of technology transfer associated with offshore assembly. Through the "learning by doing" process, component assembly abroad may accelerate the rate at which foreign countries begin their own production of such components. This process may shorten the product life cycle, enabling foreign countries to produce components and finished goods for domestic use and even export sooner than otherwise probable.

7-024* Trade and Employment Effects of Multilateral Trade Liberalization

THE BROOKINGS INSTITUTION
WASHINGTON, D.C.

***Ongoing project — final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS — report is available from National Technical Information Service.

Dr. William Cline

ILAB contract 75-07
Project still in progress

Descriptors: FOREIGN TRADE AND INVESTMENTS; SIMULATION; LAYOFFS; LABOR DEMAND

The purpose of this project is to provide estimates of changes in disaggregated trade magnitudes and employment in the main industrial countries to be expected from alternative trade liberalization negotiation packages. The methodology employed will be to use existing detailed trade elasticity estimates in combination with disaggregated trade, tariff, and employment data to simulate the trade and employment impacts of alternative tariff reduction packages, on the major industrial countries.

The study will also consider effects of changes in major nontariff barriers and will synthesize existing estimates as well as develop new ones. Where available, similar estimates of liberalization effects, made by national agencies and supranational organizations, will be drawn upon to supplement the analysis. The study will attempt to harmonize disparate investigations of this nature in various countries as well as provide new estimates and fill in gaps not covered by existing efforts.

7-025 THE USE OF UNEMPLOYMENT INSURANCE CLAIMS DATA AS THE BASIS FOR AN EMPLOYMENT DISLOCATION EARLY WARNING SYSTEM

STATE OF NEW JERSEY, DEPARTMENT OF LABOR AND INDUSTRY
TRENTON, N.J.

Robert J. Yokavonus

ILAB contract 74-26
Project completed fiscal year 1975

Descriptors: FOREIGN TRADE AND INVESTMENTS; LABOR FORCE; UNEMPLOYMENT; UNEMPLOYMENT INSURANCE

This study assessed the value of unemployment insurance claims data as a means for early identification of establishments whose employment is declining. Using data generated by the unemployment insurance program in New Jersey, the study found that establishments with sharp drops in employment could be identified more quickly by this method than by currently used methods.

A STUDY OF THE USE OF UNEMPLOYMENT INSURANCE CLAIMS DATA AS THE BASIS FOR AN EMPLOYMENT DISLOCATION EARLY WARNING SYSTEM
January 1975
Requests for copies may be sent to: Rm. S5303A, Office of Foreign Economic Research, ILAB, U.S. Department of Labor, Washington, D.C. 20210

7-026* U.S. TRADE POLICY: FORMATION AND EFFECTS

U.S. DEPARTMENT OF LABOR
WASHINGTON, D.C.

Dr. Robert E. Baldwin

contract ilab 74-11

Descriptors: FOREIGN TRADE AND INVESTMENTS; INPUT-OUTPUT MODELS; LABOR DEMAND; LABOR FORCE; LAYOFFS

This study estimated empirically the trade and employment consequences of tariff decreases, both in aggregate terms and for 367 input-output sectors.

Estimates were made for a number of tariff-cutting rules, including five harmonization rules and an across-the-board tariff cut. Harmonization rules are formulated so that the percentage of tariff cut for each rule would vary according to the size of the initial tariff on a particular item. High tariffs would be cut by a greater percentage than low ones. The analysis of the economic effects of tariff cuts includes estimates of the impact on skill groups and regional employment as well as on employment by sector.

GPO—report is available from Government Printing Office.
MA—report is available from Manpower Administration.
See page iii for further information about ordering reports.

APPENDIXES

A. GUIDELINES FOR SUBMISSION OF RESEARCH AND DEVELOPMENT PROPOSALS—Contracts and Grants Under CETA

The purpose of this section is to establish guidelines for the submission of proposals for research and development project funding to the Manpower Administration, U.S. Department of Labor.

AUTHORITY

Funds for research and development activities may be awarded under authority of two legislative acts:

1. Title III of the Comprehensive Employment and Training Act of 1973 (Public Law 93-203 approved Dec. 28, 1973) provides for a comprehensive program of manpower research.

Title III of the CETA also authorizes "a program of experimental, developmental, demonstration, and pilot projects, through grants to or contracts with public or private nonprofit organizations, or through contracts with other private organizations, for the purpose of improving techniques and demonstrating the effectiveness of specialized methods in meeting the manpower, employment, and training problems." The projects, subsumed under the word "development" in these guidelines, seek to develop and test in operation new ways in which manpower programs might be made more effective.

2. Social Security Act (81 Stat. 888) provides for studies which will provide information for the improvement of the overall effectiveness of the Work Incentive Program (title IV, pt. c, sec. 441).

Research and development projects are not limited to particular types of organizations. Academic institutions, State and local government units, community, private, and other organizations and individuals with research or experimental and demonstration capabilities in the manpower area may apply for project funding.

GUIDELINES FOR R&D PROPOSALS: CONTRACTS AND GRANTS

PRELIMINARY PROPOSAL

The first step in applying for R&D funds is the submission of a preliminary statement describing the investigator's basic study ideas, subjects of research, or proposals for experimental development and demonstration.

The preliminary proposal should be brief and self-explanatory. Twenty copies are required. It should include:

1. The problem to be investigated or the experiment or demonstration to be conducted.
2. Objectives and potential application of findings.
3. Operational, research, or assessment procedures.
4. Time and budget requirements (summary only).
5. Statement on relevance to manpower problems.

A separate statement concerning staff, facilities, capabilities for conducting research, experimentation, or demonstration, and previous related experience should accompany the preliminary proposal. The preliminary proposal and other related materials should be sent to:

Director, Office of Manpower Research and Development
Manpower Administration
U.S. Department of Labor
Washington, D.C. 20213

After reviewing this preliminary summary, the Manpower Administration may request a formal proposal. (Formal proposals should follow the outline detailed below in Outline for Submission of Formal Proposals.)

GENERAL INFORMATION ABOUT REQUIREMENTS FOR FORMAL PROPOSALS

The proposed project should focus on potential solutions to significant manpower problems. It should seek to develop new knowledge or new applications of existing knowledge which give promise of furthering the objectives of the legislation under which the contract would be authorized.

The end product to be sought by any project – its findings and conclusions – should be of broad program interest; it may be limited to specialized operations that can be shown to provide a basis for generalized conclusions or to have application over a wide area.

Management Capability. – The project director or principal investigator should have done successful research, or conducted experimental or demonstration programs, or have demonstrated clearly a competence for performing or directing such. It is also preferred that the director or principal investigator devote full time to the project. The organization submitting the proposal also must have available facilities and staff adequate to carry out the proposed activity or give evidence that it can acquire such, if funded.

Economic Efficiency. – The probable value of the findings of the overall project must justify the total proposed expenditure. The overall cost of the particular approach toward solving the problem in the proposed project must be reasonable when compared with the cost of other possible approaches. Projects should not duplicate ongoing or past research and development efforts and wherever possible should attempt to build on work already done.

Review of Proposals. – Formal proposals should be typed or otherwise reproduced on one side only and should be moderate in length. Thirty copies should be submitted.

Acknowledgment of receipt usually will be made within 15 days. Processing, review, and evaluation of comments received usually require 60 days from receipt of proposal.

Notice of approval for negotiation (or disapproval) will be given as soon as possible following review and evaluation. Final approval for funding will depend on a negotiated agreement on content, structure, and budget of the project by the proposer and the Manpower Administration.

Final Report. – Upon completion of the project, up to 200 copies of a final report are required. This report will present and analyze information secured, and for development projects will describe also the administrative structure developed and the operations performed. It will contain: (1) A summary, (2) findings and conclusions, (3) implications for manpower program and policy, and (4) implications for further research or experimental and demonstration effort. Special attention should be given to recommendations for the application and use of the findings to manpower programs, policies, and problems.

Publications derived from the work will acknowledge that the study was supported by the Manpower Administration, U.S. Department of Labor. If it chooses, the Department will have a right to publish and distribute the final report of the work done and to use the findings, including any research, program materials, or experimental and assessment designs developed, for any purpose whatsoever.

OUTLINE FOR SUBMISSION OF FORMAL PROPOSALS

There is no printed form to be used. Follow the outline below in describing the proposed project. Identify each section by number and title as indicated in the outline.

1. Cover page. The cover page of the proposal must show the following information in the order indicated:

> Proposal to the Associate Manpower Administrator for Policy, Evaluation and Research, Manpower Administration, U.S. Department of Labor, for a Research or Development Project.

Project title:	(Be concise and as specific as possible. Avoid obscure technical terms. Include key words under which project may be indexed.)
Submitted by:	(Name of organization, institution, agency, or individual, hereinafter referred to as "organization.")
Address:	(Of organization, including zip code.)
Telephone number:	(Of organization, including area code.)
Initiated by:	(Full name and position of individual who is initiating project, ordinarily the director or chief investigator.)
Transmitted by:	(Full name and position of official who is approving the submission of the proposal. This must be someone with authority to commit the organization to the proposed project. The proposal should be signed by both the initiator and the transmitter on the original or master copy.)
Date:	(Date transmitted.)

2. Abstract. Summarize the proposal, preferably on one page, under two main heads: (a) Objectives and (b) procedures.

3. Problem. Describe the problem to be focused on and its significance.

4. Objectives. State the questions which the project is designed to help answer, the techniques or methods to be developed and/or tested, and/or the hypotheses to be studied.

5. Relationship to other research or experimental and demonstration programs. Discuss the proposed project in relation to previous research, experimentation, or demonstration in the area of the work proposed. Indicate how what is proposed will add to knowledge on the particular problem and/or on how to make manpower programs more effective and efficient. Distinguish what is different about this proposed project, as compared with other projects conducted previously or currently.

6. Project design and components.

a. For development, experimental, and demonstration projects.

(1) Describe the work plan. Who will perform what tasks in what ways, involving what types and approximate number of participants?

(2) Describe the organizational arrangements for administration of the project.

(3) Present a time schedule for performance of the stated tasks.

(4) Describe the provisions made for assessment of the effects of the project. (Where research techniques are involved in the assessment of experimental and demonstration projects, follow the outline in 6(b) following.)

b. For research projects. Describe the research design in detail, listing the steps to be followed. Include specific information, as relevant, on each of the following:

(1) Research method. What is the method to be employed in the study? Examples: Survey method, descriptive-theoretical analysis, participant observations, experimental and control group comparisons.

(2) Study subjects. Where there are populations, samples, experimental and control groups, indicate their purpose, origin, composition, size, type of data to be collected on each, and sampling plans.

(3) Data collection. Describe types of data to be gathered and methods of collection. To the extent feasible, data that are already available or are being collected from other sources must be used. Describe questionnaires, interview guides, tests, and other research instruments to be used. In studies for which it is determined that the project is subject to the requirements of the Federal Reports Act of 1942, it will be necessary for the researcher to submit copies of questionnaires and survey plans for clearance in advance of their use.

(4) Analytic techniques. Indicate statistical or other analytic techniques to be used in testing the hypotheses or achieving the objectives of the study.

(5) Phasing. Indicate the approximate time schedule for phasing various aspects of the research or assessment to the operations schedule.

7. Personnel. Give name, title, and a statement of the educational and professional experience of the principal investigator and other key personnel.

8. Facilities. Indicate special facilities and similar advantages. For research projects detail the research staff resources available to the organization.

9. Subcontracting. If a subcontractor is to be used for any part or parts of the operation, or for research or assessment, specify the nature of the work and the subcontractor's credentials for conducting it. Any subcontract is negotiated by the performing organization, but will be subject to prior approval by the Office of Manpower Research and Development.

10. Utilization. Indicate the potential principal users of the proposed project's findings and how the project's "products" (reports, guide materials on particular techniques) will be developed so as to encourage and facilitate use by policymakers, the research community, and/or manpower agencies.

11. Other information. Indicate other pertinent information, including the following:

a. Identify other organizations whose participation or cooperation is required and present evidence of their awareness of the need for their aid and willingness to provide it.

b. Amount of financial or other support available for this project from other sources.

c. Whether this proposal is an extension or an addition to a previously Government-supported project.

d. Whether financial support for this proposal or a similar one has been requested from any Government or private organization other than the Manpower Administration, U.S. Department of Labor.

12. Budget. Start this section on a new page, identifying it in sequence with previous sections as "12. Budget." The budget will include all estimated costs to be covered by any funding from the Department of Labor.

The cost of performance includes the cost of necessary direct items of expenditure incurred in the performance of the project. It should also include an amount for overhead or indirect costs only if appropriate.

Following the categories as shown in the outline below, and rounding all amounts to the nearest dollar, list anticipated requirements for all items of expenditure. If the project is expected to extend beyond 12 months, indicate the amount required for each year, and in total.

a. Direct costs.

(1) Personal services.

(a) Include salaries and wages of all personnel directly attributable to actual performance under this project, whether on a full- or part-time basis. List personnel by title, worker-months (full- or part-time—be specific), and dollar amounts. (b) Include in connection with the above, but identify separately, allowances (dollar amounts and percentages of base salaries) for vacation, holidays, sick leave pay, and any other employee benefits customarily granted.

(2) Consultants and contract service. Include allowances for consultants and contract service as required.

(3) Materials and supplies. Assign a cost to all materials and supplies which will be expended directly by the contractor in performance of the project.

(4) Travel. Furnish estimates of the number of trips, method of transportation, and cost of travel. Include the estimated amount for subsistence and daily allowance rates, auto mileage rates, etc., during travel, in accordance with the organization's established policy.

(5) Communications. Include telephone, telegraph, and postal charges.

(6) Services. Include those not specifically covered under personal services (e.g., interviewer cost, computer cost). When a study involves securing information through Federal agencies (as the U.S. Bureau of the Census) or State agencies (as State employment services), the cost of such services, if any, should be included.

(7) Other. Itemize by category and amount.

b. Indirect costs or overhead. Give the basis for the organization's determination of proposed overhead rate and reference to the rate approved currently by other Government agencies, if any.

Overhead rates may be fixed during the negotiation of funding, or may be determined provisionally, with final settlement made at the conclusion of the project. If an overhead rate has been established by a Government audit agency, identify the cognizant audit agency and contact person, the rate established, the allocation base, and the period for which it was established.

It is most important that all items of cost be readily identifiable, regardless of whether they are shown as direct or indirect.

The proposed budget will be reviewed against applicable Federal regulations as part of the initial review. Where changes are necessary for projects which are approved otherwise for negotiation, these changes, as well as decisions concerning the determination of an overhead rate, will be made during the negotiation of the funding.

It is the policy of the Department to encourage cost-sharing arrangements on research projects in accordance with the principles set forth in the Federal Management Circular (FMC) 73-3 dated December 4, 1973, entitled "Cost Sharing on Federal Research." The budget presentation should show what costs the proposer will absorb as his contribution. If no costs are to be met by the proposer, an explanation should be provided.

GUIDELINES FOR SUBMISSION OF RESEARCH AND DEVELOPMENT PROPOSALS – Doctoral Dissertation Grants Under CETA

Academic institutions offering doctoral degrees in areas of study which relate to the manpower field (such as economics, sociology and social work, psychology, education, and the behavioral sciences generally) may apply for grants to support dissertation research of graduate students who have completed all requirements for the doctoral degree except the doctoral dissertation, or who will have met these requirements before the grant is effective. A separate application in the form of a study proposal must be submitted for each candidate nominated by the university for a grant. Such a grant will be made to the university in the name of the candidate.

GRANT GUIDELINES

The maximum amount of direct costs (see The Application, par. 5a) of any one grant is $10,000 for a period not to exceed 1 year. Support for projects extending beyond 1 year will be considered only under very special circumstances. Requests for no-cost extensions of approved grants will be considered only if reasonable progress is reported. Such requests require written support of the candidate's sponsor, and must be approved by the sponsoring institution and submitted at least 1 month before the expiration of the grant. The notice of grant award will indicate the period for which the Department intends to support the project.

The grant may cover the following costs:

1. Support for the doctoral candidate will generally be on a stipend basis, determined by the proportion of time spent by the candidate on his or her dissertation times the following full-time annual stipend rates:

Single individual	$4,000
Dependent allowances (additional)	
Dependent spouse	500
Dependent children:	
1	500
2	800
3 (Maximum allowance)	1,100

Under this schedule the maximum annual stipend rate for a married candidate with a dependent spouse and three or more dependent children is $5,600. The following example illustrates how a stipend may be computed:

> A married person with one child who teaches half time and works on the dissertation half time for 9 months of the year, and devotes full time to the dissertation the other 3 months, could receive a stipend of $3,125 – three-fourths of the year at half time, $1,875, plus one-fourth of the year at full time, $1,250.
>
> Candidates who have been regularly employed in teaching or research activities by the sponsoring university or a related research organization, and for whom the dissertation research requires relief from part of their employment, may be supported at their established rate of pay, prorated for the proportion of their time devoted to the dissertation, provided that the total amount of the candidate's pay from the grant does not exceed the amount which the candidates could

GUIDELINES FOR DOCTORAL DISSERTATION GRANTS

otherwise receive as a stipend if they devoted full time to their dissertations (see par. 1 above).

2. Major direct project costs, such as clerical assistance, necessary travel, computer time, and special supplies.

3. Indirect costs at a fixed rate not to exceed the established audited rate of the institution. The stipend may not be treated as a personnel cost for the purpose of computing the amount of indirect costs. However, the salary of a candidate employed by the university (as in par. 1 above) will not be considered a stipend.

4. Allowance to sponsoring university.

a. When the candidate is on a stipend basis, and is not charged tuition or fees, an allowance of $2,500 will be granted to the university in lieu of tuition, fees, general supplies, and other administrative costs for grants of 6 months' to 1 year's duration. Where tuition and fees normally charged doctoral candidates exceed $2,500 per year, the amount of the allowance may be increased to cover costs of tuition and fees, but may not exceed $3,000 per year. For grants of less than 6 months, the allowance will be one-half of the annual rate, except that in the rare instances when no-cost extensions are allowed, the allowance to the sponsoring university will be prorated on a monthly basis. In accordance with Federal Management Circular (FMC) 73-3 dated December 4, 1973, costs of services of academic and administrative staff, including the candidate's sponsor or dissertation adviser, which would normally be covered by tuition and fees of the university, may not be shown as a contribution of the university.

b. When the candidate is employed by the university and paid a salary, no allowance will be granted. In such instances, the university may include the salary of the candidate in the base against which indirect costs rates may be applied.

Also, in accordance with Federal Management Circular (FMC) 73-3 dated December 4, 1973, "Cost Sharing on Federal Research," the grantee institution must share in the total cost of the project.

For applications which are approved, the submission of copies of final reports (dissertations) will be in accordance with condition 18 of the Conditions for Doctoral Dissertation Grants.

Any survey plans, surveys, or questionnaires arising from the research under an approved grant will be identified solely as the responsibility of the university or the doctoral candidate and will in no way be attributed to the Department of Labor.

Publications based on the research conducted under the grant will acknowledge that the research was supported by a grant from the Manpower Administration of the U.S. Department of Labor under the Comprehensive Employment and Training Act of 1973. The Department will have a nonexclusive right to publish and distribute the final report of the research and to use the findings, including any research designs developed by the research, for any purpose whatsoever.

The standard conditions applying to all dissertation grants are appended as Conditions for Doctoral Dissertation Grants/Small Grant Research Projects. As indicated below, written exceptions requested from these conditions should be included with the transmittal of the application.

SUBMISSION OF APPLICATIONS

Fifteen copies of each application should be sent by the university to:

Director, Office of Manpower Research and Development
Manpower Administration
U.S. Department of Labor
Washington, D.C. 20213

GUIDELINES FOR DOCTORAL DISSERTATION GRANTS

Closing dates for applications are September 1, December 1, March 1, and June 1. Applications will be accepted which are postmarked or delivered on or before each of these dates for work to be conducted during a 1-year period following the date of the application. However, applications received 1 week or more after a closing date, regardless of postmark, will be accepted for the next scheduled closing date. To assure an early acknowledgment of the receipt of applications, applicants may enclose a stamped self-addressed postcard referenced to the application. Processing of applications requires approximately 3 months, including evaluation by a review panel. Applicants may expect to be notified of action taken about 3 months after the applicable closing date. A grant approved for a candidate who has not completed all requirements for the doctoral degree at the time of application will require notice from the university to the grant officer that all requirements have been met before any payments will be made under the grant award.

CRITERIA FOR APPROVAL

All applications are reviewed by a panel of persons from outside the Government with expertise in the manpower field. Only those applications for studies with relevance to the objectives of CETA are referred to the panel for their review and recommendation.

The panel considers all elements of an application in its review, giving primary emphasis to the candidate's ability, originality, and creativity as evidenced by the study proposal. The standing of the candidate and his application relative to other candidates, and to the availability of funds for the program, determines whether the proposal will be approved for a grant award. Approval may be conditional on acceptance of changes as recommended by the review panel, including substantive and budget revisions.

THE APPLICATION

Applications should contain the information requested below in the order indicated. There is no printed form to be used.

1. The first page should show the following:

> Proposal Submitted to the Associate Manpower Administrator for Policy, Evaluation and Research, Manpower Administration, U.S. Department of Labor, for a Grant In Support of a Doctoral Dissertation Under Authority of the Comprehensive Employment and Training Act of 1973, Public Law 93-203.

Project title:	(Be concise, descriptive, and as specific as possible.)
Submitted by:	(Legal name of university and department sponsoring the candidate.)
Address:	(Of university, including zip code.)
Telephone number:	(Of university, including area code.)
Candidate:	(Name, address, and phone number. Candidate should sign original or master copy.)
Sponsor:	(Name, position, academic degrees, and phone number of university dissertation adviser, or sponsor of the candidate. This person should sign original or master copy.)
Transmitted by:	(Name, position, and phone number of approving official. This person should be someone with legal authority to commit the university, and should sign the original or master copy. Unless otherwise indicated, all correspondence, including the

Notice of Grant Award, if approved, will be addressed to this official.)

Date: (Date transmitted.)

2. Include a statement of the background of the candidate, education and employment experience, and a list of published work. Indicate if the candidate has met all requirements for the doctoral degree other than the dissertation and, if not, when they will be met.

3. The candidate's sponsor should submit a statement in support of the proposal, indicating his evaluation of the interests and potential of the candidate. Where the sponsor is other than the dissertation adviser for the candidate, the adviser should also include such a statement.

4. As part of the application, the candidate should prepare a reasonably complete statement of the proposed dissertation covering:

a. The problem to be investigated, its importance and significance.

b. The objectives of the study, including hypotheses to be tested and specific questions to which answers will be sought.

c. Procedures to be used. Include, as appropriate, general design, population and sample to be studied; data to be gathered and methods to be used; and methods of analysis to be applied.

d. Anticipated policy and program implications of the findings, if appropriate.

e. A time schedule for the study and its major phases.

f. Where assistance of other agencies, institutions, or businesses is necessary for the successful completion of the dissertation, include a statement of the extent of cooperation already assured.

5. Include a budget statement in detail for the grant period. Budget items to be shown are listed below. Dollar amounts are to be rounded off to the nearest dollar and listed in two columns. In the first column show amounts of funds requested and in the second column the amount the grantee university intends to contribute from non-Federal sources.

a. Direct costs.

(1) Personal services. Show the portion of the candidate's time to be spent on the project, and the rate of stipend or salary.

(a) If a stipend, indicate the basis for the rate used in accordance with schedule of stipends shown earlier in these guidelines.

(b) If a salary, indicate the basis for the recommended rate of pay. Total salary charged to the grant may not exceed that amount which would be payable for full-time work on the dissertation under the schedule of stipends shown earlier in these guidelines.

(2) Major materials and special supplies required for the study. Itemize in broad categories and amounts.

(3) Travel, including subsistence at actual cost but not to exceed the amount allowable under the customary practice of the grantee. Give details of travel and subsistence, including types of transportation to be used and rates allowed.

(4) Communication and services not included elsewhere. Itemize by broad categories and amounts. For computer use, show type, number, cost per hour, etc.

(5) Other direct costs. Itemize by category and amount. When the candidate is on a salary basis, tuition and fees normally paid to the institution by doctoral candidates working only on their dissertations may be shown as a contribution of the institution in lieu of personal and other services covered by such tuition and fees (as, for example, the time spent by the candidate's sponsor supervising

the work of the candidate). Such tuition and fees are allowable as part of the grant amount only to the extent that they reflect grantee costs directly attributable to the work of the candidate.

b. Indirect costs. A fixed rate which does not exceed the grantee university's established audited rate may be used. Indicate the basis for the established rate: the date, audit agency, and reference numbers, if any.

c. Allowance to university. Include in amount requested as noted under Grant Guidelines, paragraph 4.

6. A statement acknowledging that the Conditions for Doctoral Dissertation Grants/Small-Grant Research Projects Under CETA (which follow the Guidelines for Small-Grant Research Projects) have been reviewed and will be accepted if the grant is approved. Any provisions from which the institution desires exception should be clearly indicated and justified.

GUIDELINES FOR SUBMISSION OF RESEARCH AND DEVELOPMENT PROPOSALS—Small-Grant Research Projects Under CETA

Public and private nonprofit academic institutions and research organizations may apply for small grants to support research projects or research-related activities in the manpower field.

This small-grant program is principally for postdoctoral research. Projects approvable include:

1. Research that explores new fields of inquiry.
2. Research that explores new methods of approach to existing fields of inquiry.
3. Studies that test the effectiveness or feasibility of research projects or programs.
4. Syntheses of the current state of knowledge in various research areas in order to provide guides for future manpower programs.

Under special circumstances, grants may also be made to assist research projects underwritten by other agencies or institutions, but which require additional funds to assure completion.

GRANT GUIDELINES

The maximum amount of direct cost (see The Application, par. 10a below) of any one grant is $15,000 for a period not to exceed 1 year. For projects scheduled for more than 1 year, additional grants, each within the same limitation, may be made for a total of not to exceed 2 years, subject to availability of appropriated funds, receipt of progress reports showing reasonable progress, and requests for such renewals to be submitted not later than 1 month before the expiration of previous grants. The initial grant will indicate the period for which the Department intends to support the project.

Grant funds may be expended only for the purpose of carrying out the research project as approved. In accordance with Federal Management Circular (FMC) 73-3 dated December 4, 1973, "Cost Sharing on Federal Research," the grantee institution must share in the total cost of the project.

All grant awards are subject to the condition that the principal investigator designated in the application continues to be responsible for the conduct of the approved project for its duration. Continuation of grants in the event the principal investigator becomes unavailable will be contingent upon written approval by the Manpower Administration of the person chosen by the grantee to replace the principal investigator.

For applications which are approved, the submission of copies of final reports will be in accordance with condition 18 of the Conditions for Doctoral Dissertation Grants/Small-Grant Research Projects Under CETA (see app. B). Incorporated into or accompanying this report will be a short summary, which includes one paragraph on the project's objectives, one on procedures, two or three paragraphs on findings, and one on implications of findings. For projects extending beyond 1 year, the renewal will be considered as a separate grant, and a progress report will be required with the request for renewal.

Any survey plans, surveys, or questionnaires arising from the research under an approved grant will be identified solely as the responsibility of the grantee, and will in no way be attributed to the Department of Labor.

Publications based on the research conducted under the grant will acknowledge that the research was supported by a grant from the Manpower Administration of the U.S. Department of Labor. The Department will have a nonexclusive right to publish and distribute the final report of the research project and to use the findings, including any research designs developed by the research, for any purpose whatsoever.

The standard conditions applying to all research grants are appended as Conditions for Doctoral Dissertation Grants/Small-Grant Research Projects Under CETA in appendix B. As indicated below, written exception requests from these conditions should be included with the transmittal of the application.

CRITERIA FOR APPROVAL

A primary consideration in the approval of any grant request is the relevance of the area of study to the objectives of CETA. Proposals which are determined to be relevant to the objectives of CETA will be reviewed by a panel of persons from outside the Government with expertise in the manpower field and approved or disapproved in relation to criteria such as the following:

1. Manpower significance.
   a. The project is focused primarily on significant manpower problems.
   b. The anticipated results or methodology of the project have broad national interest, provide a basis for generalized conclusions, or have practical applicability.
2. Research design.
   a. The problem with which the research proposes to deal is clearly defined.
   b. The proposal reflects an adequate knowledge of other research related to the problem.
   c. Questions to be answered or hypotheses to be tested are well formulated and clearly stated.
   d. The proposal outlines fully the procedures to be followed, and whenever applicable, includes information on such matters as sampling procedures, including the size of the population to be studied and the size of sample and control groups, as well as types of data to be gathered, and statistical analyses to be made.
3. Personnel and facilities.
   a. The experience and training of the principal investigator appear adequate to carry out the research.
   b. The facilities available to the investigator(s) are adequate to carry out the research.
   c. The plan provides, wherever feasible, for encouraging and increasing knowledge and skills of professional personnel and of new research workers.
4. Economic efficiency.
   a. The investigator's approach to the problem is reasonable in terms of overall cost as compared with the cost of other possible approaches.
   b. The approach to problems involving the analysis of statistical data utilizes, to the extent feasible, data already available or being collected through Government and other sources.
   c. The total proposed expenditure is justifiable in terms of the probable value of the results of the proposed research, and the grantee institution is contributing a reasonable share of the total cost.

Approval may be conditional on acceptance of changes in the project or the budget, or both, as recommended by the review panel.

GRANT REVISIONS

The research plan of any approved grant will be revised only if major changes in the areas to be investigated are agreed to be necessary by the Manpower Administration. Changes in the research approach suggested by the development of a project or intended to expedite the achievement of its objectives, but not materially changing the scope and purpose of the study, may be made at the discretion of the grantee. Adjustments within the estimated approved budget may be made at the discretion of the grantee if the total amount of the grant and the total pay and rate of pay of the principal investigator(s) are not increased.

Prior written approval of the Department is required for:

1. Substantial changes in the scope or purpose of a study, with or without changes in the budget;
2. Any increase in the total budget for a grant;
3. Any increase in the total pay or rate of pay of the principal investigator(s);
4. Any change in the grant period.

SUBMISSION OF APPLICATIONS

Fifteen copies of each application should be sent to:

Director, Office of Manpower Research and Development
Manpower Administration
U.S. Department of Labor
Washington, D.C. 20213

Closing dates for applications are September 1, December 1, March 1, and June 1. Applications will be accepted which are postmarked or delivered on or before each of these dates for work scheduled to start 4 months or more following the applicable closing date. However, applications received 1 week or more after a closing date, regardless of postmark, will be accepted for the next scheduled closing date. Processing of applications requires approximately 3 months, including evaluation by a review panel. To assure an early acknowledgment of the receipt of applications, applicants may enclose a stamped self-addressed postcard referenced to the application. Applicants may expect to be notified of action taken about 3 months after the closing date.

THE APPLICATION

Applications should contain the information requested in the order indicated. There is no printed form to be used.

1. The first page should show the following:

Proposal Submitted to the Associate Manpower Administrator for Policy, Evaluation and Research, Manpower Administration, U.S. Department of Labor, for a Small Grant in Support of a Research Project Under Authority of the Comprehensive Employment and Training Act of 1973, Public Law 93-203.

Project title:	(Be concise, descriptive, and as specific as possible. Include key words under which project may be indexed.)
Submitted by:	(Legal name of institution or organization, hereinafter referred to as "organization.")
Address:	(Of organization, including zip code.)
Telephone number:	(Of organization, including area code.)
Principal investigator:	(Name, position, academic degrees, and phone number. Principal investigator should sign original or master copy.)

Transmitted by: (Name, position, and phone number of official who is approving the submission of the proposal. This person should be someone with legal authority to commit the organization to the proposed project. Unless otherwise indicated, all correspondence, including the Notice of Grant Award, if approved, will be addressed to this official, who should sign the original or master copy.)

Date: (Date transmitted.)

2. Abstract. On a single separate page submit a summary of the proposal including: (a) Title of project; (b) name of organization; (c) name of principal investigator; (d) objectives; (e) procedures; (f) time schedule, i.e., beginning and ending dates (first year total and project total if longer than 1 year).

3. Problem. Give a brief statement of the problem to be investigated, explaining its importance and significance.

4. Objectives. State the objectives of the research project, including hypotheses to be tested and specific questions to which answers will be sought. For research design studies, include the ultimate objectives of the research to be designed.

5. Relationship to other research. Cite or summarize research related to the proposed study. Present the rationale upon which the proposal is based. Indicate the uniqueness of the proposal.

6. Procedure. Describe the procedure in detail, listing the steps to be followed. Include specific information on each of the following, as appropriate:

a. General design of project.
b. Population and sample to be studied.
c. Data to be gathered and methods to be used.
d. Methods of analysis to be used.
e. Time schedule indicating length of time required for each major phase of study.

7. Personnel. Give name, title, and a brief statement of the research experience of the principal investigator and other key personnel.

8. Facilities. Indicate special facilities and similar advantages, including research staff resources, available to the organization.

9. Other information. Indicate other information pertinent to the proposal, including the following:

a. Amount of financial or other support for project from other sources.
b. Whether proposal has been or will be submitted to any other agency or organization for financial support.
c. Whether proposal is an extension of or an addition to a previous project supported by the Department of Labor or other Government agency.
d. Whether proposal or a similar one was previously submitted to the Department of Labor or other Government agency.
e. Extent to which cooperation has been agreed to by agencies whose assistance is necessary for the successful completion of the objectives of the proposal.

10. Include a budget statement on estimated costs of the project to be covered by the grant and by the grantee institution from non-Federal sources. Start this budget on a new page.

The proposed budget will be reviewed against applicable Federal regulations, such as Federal Management Circular (FMC) 73–3 dated December 4, 1973, as part of the review of the proposal. Where changes are necessary for the projects which are otherwise approved, final approval will be conditional on the acceptance of these changes.

The cost of the project includes the costs of necessary direct items of expenditures incurred in its performance; it may also include an amount of overhead or indirect costs at a rate which does not exceed the grantee institution's established audited rate for such projects.

Following the categories as shown in the outline below, and rounding all amounts to the nearest dollar, list anticipated requirements for all items of expenditure in two columns:

(1) Amount of funds requested, and (2) amount of the grantee institution's contribution from non-Federal funds. If the project is expected to extend into a second year, indicate amounts required for each year and in total.

a. Direct costs.

(1) Personal services. Include:

(a) Salaries[1] and wages of all personnel which are directly attributable to actual performance under grant award, whether on a full- or part-time basis, including consultants. (List personnel by title, worker-months, and dollar amounts.)

(b) In connection with the above, but identified separately, allowances for vacation, holiday, and sick leave pay. Also include employee benefits customarily provided by organization.

(2) Materials and supplies. Itemize in broad categories and amounts all materials and supplies which are to be directly expended in performance of the project.

(3) Travel. Include subsistence during travel at actual cost, but not to exceed the amount allowable under the customary practices of the grantee. Give details of travel and subsistence, including types of transportation to be used and rates allowed.

(4) Communications. Include telephone and telegraph charges unless these are included in indirect costs.

(5) Services. Include those not specifically covered under personal services. Itemize by category and amount.

(6) Other. Itemize by category and amount. For computer use, show type, number, cost per hour, etc.

b. Indirect costs or overhead. A fixed rate which does not exceed the grantee organization's established audited rate may be used. Indicate the basis for the established rate: include the date, audit agency, and reference numbers, if any.

11. A statement acknowledging that the Conditions for Doctoral Dissertation Grants/Small-Grant Research Projects Under CETA (which follow) have been reviewed and will be accepted if the grant is approved. If there are any provisions from which the organization desires exception, these should be clearly indicated and justified.

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[1] For salaries at rates of $15,000 or more per annum and for consultant fees in excess of $75 per day, include a statement establishing that each such rate is in accordance with the established compensation rates and policies of the grantee institution.

B. CONDITIONS FOR DOCTORAL DISSERTATION GRANTS/ SMALL-GRANT RESEARCH PROJECTS UNDER CETA

1. DEFINITIONS

As used in this grant (see sample Notice of Grant Award), the following terms shall have the meaning set forth below:

a. "Secretary" means the Secretary of the U.S. Department of Labor, and the term "his duly authorized representative" means any person or persons authorized to act for the Secretary.

b. "Grantee" means the institution named in this grant as the recipient of the grant award.

c. "Grant officer" means the person executing this grant document on behalf of the Government, and any other individual who is properly designated a representative of the grant officer and acting within the limits of his authority.

d. "MA" means the Manpower Administration of the U.S. Department of Labor.

e. "Principal investigator/doctoral candidate" means the principal investigator in small-grant research projects and the doctoral candidate in doctoral dissertation grants.

2. APPLICABILITY OF CONDITIONS

These conditions shall be applicable to the grantee, to the principal investigator/doctoral candidate, and to any agency or organization which, pursuant to a contract, agreement, or other arrangement with the grantee, undertakes responsibility for any part of this grant. Exceptions to these conditions may be requested in cases where compliance with one or more of them would cause unnecessary difficulties in carrying out the approved project. A waiver of any condition must be in writing and must be signed by the grant officer. Any such waiver must be explicit; no waiver may be inferred from the fact that the grant is responsive to an application which may have contained material inconsistent with one or more of these conditions.

3. SCOPE OF WORK

The work and/or services which the grantee shall perform shall be consistent with the proposal as approved for support by the grant officer and shall be performed in accordance with the document which is appended as Attachment 1 to the Notice of Grant Award.

4. AMOUNT OF GRANT

The amount of the Federal grant shall not exceed the smaller of (a) the "Total Amount of This Grant" shown in the Notice of Grant Award or (b) the amount of cash expenditures (other than grantee contributions) made by the grantee for project purposes during the grant period. For this purpose, the amount of cash expenditures shall include only expenses which are chargeable to the budget of the grantee and which are determined by the grant officer to be allowable costs under the applicable provisions of subpart 1-15.3 of the Federal Procurement Regulations (41 CFR 1-15.3).

5. USE OF GRANT FUNDS

Grant funds shall be expended only for the purpose and activities of the approved project. Adjustments within the approved budget may be made by the principal investigator/doctoral candidate, with the approval of the grantee without prior approval by the grant officer, provided the total expenditures do not exceed the amount of the grant and the total pay and rate of pay of the principal investigator/doctoral candidate are not increased. Expenses which are attributable only in part to this project shall be prorated on a reasonable and consistent basis to determine the amount chargeable to the activities supported by this grant. The following statement, signed by the authorized university or college official, will accompany the final fiscal report:

> "I certify that all payments and expenditures reported are for proper grant purposes and in accordance with the approved budgets set forth in the grant documents."

6. OBLIGATION OF GRANT FUNDS

Grant funds may not be obligated prior to or after the grant period. Obligations outstanding as of the end of the grant period may be liquidated (paid out) after the end of the grant period. Such obligations shall involve only specified commitments for which a need existed during the grant period and which are supported by approved contracts, purchase orders, requisitions, invoices, bills, or other evidence of liability consistent with the grantee's purchasing procedures and incurred within the grant period. All obligations incurred during the grant period shall be liquidated within 3 calendar months after the end of the grant period, if practicable.

7. PAYMENTS UNDER THE GRANT

Payments under the grant will be made as follows:

a. The initial payment will be made in the amount set forth on the cover sheet.

b. Final payment will be made on receipt and acceptance by the grant officer of (1) the reports required under condition 16 below, and (2) a final fiscal statement accounting for all expenditures under this grant.

8. UNOBLIGATED FUNDS

Funds remaining unobligated at the end of the grant period cannot be transferred to another grant. The amount of the free or unobligated balance remaining at the end of the grant period shall be returned to the U.S. Department of Labor when the final report for the grant period is submitted. If savings occur in the liquidation of obligations outstanding at the end of the grant period, these become part of the unobligated balance.

9. TRAVEL EXPENSES

Expenses charged for travel shall be governed by the following:

a. Local travel by public carrier at actual costs and by privately owned automobile at the grantee's usual rate.

b. Out-of-town travel at the actual costs of rail or air fare, plus actual costs of subsistence, but not to exceed those allowable under the customary practice of the grantee except that air travel shall be at less than first class where practicable.

10. SALARIES AND WAGES

The current policies of the grantee institution with respect to administration of salary and wages shall be applied to salaries and wages payable under this grant. The term "administration of salary and wage scales" is interpreted to mean hours of work, overtime rates, outside activities, general wage increases, and individual promotions. Consultants shall be paid at the prevailing rates established by the institution. In exceptional cases where the required caliber of services cannot be obtained at the prevailing rates, a request to pay a higher rate, with justification therefor, shall be submitted to the grant officer for consideration and prior approval before the commitment is made.

11. LEASE-PURCHASE AGREEMENT

The grantees shall not, while using Federal funds in the performance of this grant, lease either real or personal property under terms providing, among other things, for the option to apply rent in whole or in part toward the purchase of the property being leased without prior written consent of the grant officer. Moreover, the grantee agrees to have the substance of this clause inserted in any subcontract or equivalent instrument entered into in performance of the grant.

12. EXPENSES DISALLOWED

No project funds shall be expended for:

a. The purchase of land, or any interest therein; the acquisition or construction of facilities; or the procurement of passenger-carrying vehicles;

b. The cost of meals for employees or officials of the grantee except when in travel status; or

c. Costs incurred before or after the grant period.

13. INTEREST EARNED ON FEDERAL FUNDS

All interest earned on Federal grant funds shall be reported in the financial report for the grant period and shall be returned by check payable to the U.S. Department of Labor.

14. ACCOUNTING FOR PROPERTY

Title to all property furnished by the Government or acquired with grant funds remains in the Government. Upon completion of the project, the grantee shall make a report to MA itemizing all nonconsumable property acquired with grant funds. The grant officer at that time will determine the disposition to be made of such property.

15. ACCOUNTING PROCEDURES AND AUDIT

Accounting for grant funds will be in accordance with grantee institution accounting practices, consistently applied, regardless of the source of funds. Itemization of all supporting records of grant expenditures, including grantee contributions, must be in sufficient detail to show the exact nature of the expenditures. The Federal Management Circular (FMC) 73-3 dated December 4, 1973, requires that the grantee's contribution to the project shall be not less in proportion to the total actual charges against the grant than the ratio indicated in the approved budget. Records must be available for audit by Government representatives and must be retained for 3 years after expiration of the grant or until grantee is notified by the grant officer that they may be disposed of.

16. REPORTS

Prior to the end of the grant period, grantee shall submit 10 reasonably durable, bound copies of a final research report covering the activities, research findings, implications, conclusions, and recommendations resulting from the project work. A short summary covering these subjects (four or five paragraphs totaling about 300 words) will either be included in or accompany the report. The form, "Standard Title Page for Technical Reports," must be completed and bound into each copy behind the title page. Said final report shall contain, either in the preface or on the title page, the following acknowledgment:

> The material in this project was prepared under Grant No.(s) (enter appropriate MA numbers) from the Manpower Administration, U.S. Department of Labor, under the authority of title III, part B, of the Comprehensive Employment and Training Act of 1973. Researchers undertaking such projects under Government sponsorship are encouraged to express freely their professional judgment. Therefore, points of view or opinions stated in this document do not necessarily represent the official position or policy of the Department of Labor.

Final dissertation reports must be officially acceptable to the faculty member committee and/or other appropriate university official responsible for the candidate's dissertation and must be signed by such persons.

17. QUESTIONNAIRE APPROVAL

No questionnaire or survey plan shall be identified as a Government study or Government-approved study, unless the grantee submits to the grant officer copies of said questionnaires and survey plans for clearance in advance of use, in accordance with the Federal Reports Act of 1942.

18. RIGHTS TO AND DISPOSITION OF DATA

The grantee may publish, cause to be published, or distribute for public consumption any information concerning the results or conclusions of research under this grant, without prior review by the grant officer, provided that such publications contain the acknowledgment required by condition 16 above.

Grantee agrees to furnish 10 copies of each such publication to MA, and agrees, to the extent that the grantee has power to grant such rights, that the Government may duplicate, use, and disclose in any manner and for any purpose whatsoever, and have others so do, all data procured or reports delivered under this grant. It is understood that the grantee may not be required to disclose material of a confidential nature to the Government even though such material has been collected in the performance of this grant. If the grant results in a book or other copyrightable material, the author is free to copyright the work, but the grantee agrees that the Government reserves a royalty-free, nonexclusive, and irrevocable license to reproduce, publish, or otherwise use, and to authorize others to use, all copyrighted material and all material which can be copyrighted resulting from this grant. It is further agreed that in any material prepared under this grant under which a license is reserved to the Government under the preceding sentence, the following language shall be added plainly in the vicinity of the copyright: "Reproduction by the U.S. Government in whole or in part is permitted for any purpose."

19. REVOCATION

a. This grant may be revoked in whole or in part by the grant officer after notice to the grantee, except that a revocation shall not affect any financial commitment which in the judgment of the grant officer had become firm prior to the effective date of the revocation. Upon notice of revocation, the grantee shall make no new commitments and shall cancel and otherwise reduce, insofar as possible, the amount of outstanding commitments and repay to the grant officer, by check payable to the U.S. Department of Labor, the uncommitted balance of all funds that have been paid to the grantee under the terms of the grant.

b. The grantee shall communicate with the grant officer whenever it has reason to believe that circumstances may necessitate revocation of the grant. It is expected that the most common cause for revocation will be inability of the grantee to carry out the program for which the grant was made or inability to adhere to the other conditions set forth in the grant instrument.

20. AVAILABILITY OF THE PRINCIPAL INVESTIGATOR/DOCTORAL CANDIDATE

The availability of the services of the person named in the notice of grant as principal investigator/doctoral candidate is one of the conditions of the grant. Grantee agrees to inform the Government immediately whenever it appears to be impossible for the principal investigator/doctoral candidate to continue to work on the project as planned. Under such circumstances doctoral dissertation grants must be revoked. Small-grant research projects may be revoked or the grantee may nominate a substitute for the principal investigator subject to the approval of the project officer.

21. CONTRACTS

a. Unless otherwise provided herein, prior written approval shall not be required for the purchase, lease, or rental by the grantee of articles, supplies, equipment, and services which are both necessary for and merely incidental to the performance of the work required under this grant, except that the following shall require such prior approval of the grant officer:

(1) Purchase of items of property or equipment having a unit value exceeding $250.

(2) Contracts and purchase orders exceeding 5 percent of the total estimated cost of this grant.

(3) Cost, cost-plus-a-fixed-fee, time-and-material, or labor-hour basis contracts.

(4) The purchase of any motor vehicle or airplane.

Nothing herein, however, shall be deemed to provide for the incurrence of any obligation of the Government in excess of estimated cost set forth in this grant or be construed to constitute a determination of the allowability of such cost. The grantee shall not enter into any agreement, under this grant, which provides for payment on a cost-plus-percentage-of-cost basis.

b. The grantee will give the Government immediate notice in writing of any action or suit filed and prompt notice of any claim made against the grantee by any party with whom the grantee has entered into a subcontract and which, in the opinion of the grantee, may result in litigation related in any way to this grant.

22. EQUAL OPPORTUNITY

The following clause is applicable unless this grant is exempt under the rules, regulations, and relevant orders of the Secretary of Labor (41 CFR, ch. 60).

During the performance of this grant, the grantee agrees as follows:

a. No person with responsibilities in the implementation of said grant will discriminate against any participant, employee, or applicant for employment in conjunction with such grant because of race, color, creed, sex, national origin, political affiliation, or belief. The grantee will take affirmative action to insure that applicants are employed, and that employees are treated during employment, without regard to their race, color, religion, sex, or national origin. Such action shall include, but not be limited to, the following: Employment, upgrading, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. The grantee agrees to post in conspicuous places, available to employees and applicants for employment, notices to be provided by the grant officer setting forth the provisions of this equal opportunity clause.

b. The grantee will state, in all solicitations or advertisements for employees placed by or on behalf of the grantee, that all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, or national origin.

c. The grantee will send to each labor union or representative of workers with which he has a collective bargaining agreement or other contract or understanding a notice, to be provided by the agency grant officer, advising the labor union or workers' representative of the grantee's commitments under this equal opportunity clause and shall post copies of the notice in conspicuous places available to employees and applicants for employment.

d. The grantee will comply with all provisions of Executive Order No. 11246 of September 24, 1965, and of the rules, regulations, and relevant orders of the Secretary of Labor.

e. The grantee will furnish all information and reports required by Executive Order No. 11246 of September 24, 1965, and by the rules, regulations, and orders of the

Secretary of Labor, or pursuant thereto, and will permit access to his books, records, and accounts by the Department of Labor and the Secretary of Labor for purposes of investigation to ascertain compliance with such rules, regulations, and orders.

f. In the event of the grantee's noncompliance with the equal opportunity clause of this grant or with any of the said rules, regulations, or orders, this grant may be canceled, terminated, or suspended, in whole or in part, and the grantee may be declared ineligible for further Government grants or contracts in accordance with procedures authorized in Executive Order No. 11246 of September 24, 1965, and such other sanctions may be imposed and remedies invoked as provided in Executive Order No. 11246 of September 24, 1965, or by rule, regulation, or order of the Secretary of Labor, or as otherwise provided by law.

g. The grantee will include the provisions of paragraphs a through g in every subcontract or purchase order unless exempted by rules, regulations, or orders of the Secretary of Labor issued pursuant to section 204 of Executive Order No. 11246 of September 24, 1965, so that such provisions will be binding upon each subcontractor or vendor. The grantee will take such action with respect to any subcontract or purchase order as the Department of Labor may direct as a means of enforcing such provisions, including sanctions for noncompliance. *Provided, however,* that in the event the grantee becomes involved in, or is threatened with, litigation with a subcontractor or vendor as a result of such direction by the contracting agency, the grantee may request the United States to enter into such litigation to protect the interests of the United States.

23. POLITICAL ACTIVITY

No funds provided hereunder shall be used for any partisan political activity or to further the election or defeat of any candidate for public office, and no part of the administration of the program authorized by this grant shall be intermingled with or closely affiliated with any partisan political activity. In addition, it should be noted that employees of public bodies and community action agencies may be subject to limitations on their political activities under the Hatch Act 5 U.S.C. 1502(a), 18 U.S.C. 595.

24. BUY AMERICAN ACT

a. In acquiring end products, the Buy American Act, U.S.C. 10(a)(d) provides that the Government give preference to domestic source end products. For the purpose of this clause:

(1) "Components" mean those articles, materials, and supplies which are directly incorporated in the end products;

(2) "End products" mean those articles, materials, and supplies which are to be acquired under this grant for public use, and

(3) A "domestic source end product" means:

(a) An unmanufactured end product which has been mined or produced in the United States, and

(b) An end product manufactured in the United States if the cost of components thereof which are mined, produced, or manufactured in the United States exceeds 50 percent of the cost of all its components. For the purpose of this a. (3)(b), components of foreign origin of the same type or kind as the products referred to in b. (2) or (3) of this clause shall be treated as components mined, produced, or manufactured in the United States.

b. The grantee agrees that there will be delivered under this grant only domestic source end products, except end products:

(1) Which are for use outside the United States;

(2) Which the Government determines are not mined, produced, or manufactured

in the United States in sufficient and reasonably available commercial quantities and of a satisfactory quality;

(3) As to which the Secretary determines the domestic preference to be inconsistent with the public interest; or

(4) As to which the Secretary determines the cost to the Government to be unreasonable.

The foregoing requirements are administered in accordance with Executive Order No. 10582 of December 17, 1954.

25. COVENANT AGAINST CONTINGENT FEES

The grantee warrants that no person or selling agency or other organization has been employed or retained to solicit or secure this grant upon an agreement or understanding for a commission, percentage, brokerage, or contingent fee, excepting bona fide employees or bona fide established commercial or selling agencies maintained by the grantee for the purpose of securing business. For breach or violation of this warranty, the Government shall have the right to annul this grant without liability or, in its discretion, to deduct from the grant award, or consideration, or otherwise recover, the full amount of such commission, percentage, brokerage, or contingent fee.

26. OFFICIALS NOT TO BENEFIT

No member of or delegate to Congress, or resident commissioner, shall be admitted to any share or part of this grant, or to any benefit that may arise therefrom; but this provision shall not be construed to extend to this grant if made with a corporation for its general benefit.

27. DISCLAIMER OF LIABILITY

Liabilities for the project supported by this grant are those of the grantee and not the Federal Government, which assumes no liability with respect to accidents, illnesses, or claims arising out of the grant. Accordingly, the grantee is advised to take such steps to insure or protect itself as it may deem desirable.

28. OTHER CONDITIONS

The grantee agrees to comply with provisions 2–15 as set forth in title VII, sec. 703, CETA, as may be applicable.

U.S. DEPARTMENT OF LABOR

NOTICE OF GRANT AWARD: Under Authority of the Comprehensive Employment and Training Act of 1973 (29 U.S.C. 801 et seq.)

GRANT NO: ____________ GRANT PERIOD: From ________ through ____________

PROPOSAL: Number ________ ________ Title: ____________________

GRANTEE:

☐ Principal Investigator

☐ Doctoral Candidate

Name: ____________________

APPROVED BUDGET FOR THIS AWARD:

INITIAL PAYMENT (See Condition 7)... $____________

TOTAL AMOUNT OF THIS GRANT... $____________

TOTAL GRANTEE CONTRIBUTION.. $____________

TOTAL PROJECT BUDGET................ $____________

CONDITIONS: This Award is made in support of the proposal which is a part of this Grant and is incorporated as Attachment 1, and is made subject to the Conditions 1 through ___ set forth in Attachment 2.

Grantee accepts this Grant and the conditions of its approval.	Secretary of Labor, U.S. Department of Labor.
BY: ____________________	BY: ____________________
TITLE: ____________________	TITLE: Director, Office of Manpower Research and Development
DATE: ____________________	DATE: ____________________
Grantee's IRS Employer Number: ____________________	

C. Excerpt from the
COMPREHENSIVE EMPLOYMENT AND TRAINING ACT OF 1973
Public Law 93–203, 87 Stat. 861

TITLE III – SPECIAL FEDERAL RESPONSIBILITIES

PART B – RESEARCH, TRAINING, AND EVALUATION

RESEARCH

SEC. 311.(a) To assist the Nation in expanding work opportunities and assuring access to those opportunities for all who desire it, the Secretary shall establish a comprehensive program of manpower research utilizing the methods, techniques, and knowledge of the behavioral and social sciences and such other methods, techniques, and knowledge as will aid in the solution of the Nation's manpower problems. This program will include, but not be limited to, studies, the findings of which may contribute to the formulation of manpower policy; development or improvement of manpower programs; increased knowledge about labor market processes; reduction of unemployment and its relationships to price stability; promotion of more effective manpower development, training, and utilization; improved national, regional, and local means of measuring future labor demand and supply; enhancement of job opportunities; skill training to qualify employees for positions of greater skill, responsibility, and remuneration; meeting of manpower shortages; easing of the transition from school to work, from one job to another, and from work to retirement, opportunities and services for older persons who desire to enter or reenter the labor force, and for improvements of opportunities for employment and advancement through the reduction of discrimination and disadvantage arising from poverty, ignorance, or prejudice.

(b) The Secretary shall establish a program of experimental, developmental, demonstration, and pilot projects, through grants to or contracts with public or private non-profit organizations, or through contracts with other private organizations, for the purpose of improving techniques and demonstrating the effectiveness of specialized methods in meeting the manpower, employment, and training problems; however, nothing in this subsection shall authorize the Secretary to carry out employment programs experimenting with subsidized wages in the private sector or with wages less than those established by the Fair Labor Standards Act of 1938, as amended, for employment subject to that Act. In carrying out this subsection with respect to programs designed to provide employment and training opportunities for low-income people, the Secretary shall consult with such other agencies as may be appropriate. Where programs under this section require institutional training, appropriate arrangements for such training shall be agreed to by the Secretary of Labor and the Secretary of Health, Education, and Welfare.

(c) The Secretary is authorized to conduct, either directly or by way of contract, grant, or other arrangement, a thorough evaluation of all programs and activities conducted pursuant to this Act to determine the effectiveness of such programs and activities in meeting the special needs of disadvantaged, chronically unemployed, and low-income persons for meaningful employment opportunities and supportive services to continue or resume their education and employment and to become more responsible and productive citizens.

(d) The Secretary shall conduct such research and investigations as give promise of furthering the objectives of this Act either directly or through grants, contracts, or other arrangements.

INDEXES

A. Index of Contract and Grant Numbers

B. Index of Contractor and Grantee Organizations

C. Index of Individuals Associated with Contracts and Grants

D. Index of Research Subjects

A.—INDEX OF CONTRACT AND GRANT NUMBERS

(For reference numbers, first digit is chapter number and subsequent digits refer to numerical order of descriptions within each chapter. Most of the contract and grant numbers below consist of four two-digit numbers. The first two-digit number indicates the substantive area of manpower concern with which the contract or grant deals, the second indicates the State in which the grantee or contractor is located, and the third indicates the fiscal year during which the contract or grant was issued. The fourth two-digit number orders the contracts or grants sequentially within each fiscal year.)

B2C-5415	3-061
ILAB 73-06	7-013
ILAB 73-08	7-018
ILAB 74-01	7-020
ILAB 74-11	7-026
ILAB 74-12	7-017
ILAB 74-14	7-016
ILAB 74-15	7-005
ILAB 74-16	7-007
ILAB 74-17	7-008
ILAB 74-18	7-003
ILAB 74-19	7-004
ILAB 74-22	7-010
ILAB 74-23	7-009
ILAB 74-24	7-015
ILAB 74-25	7-001
ILAB 74-26	7-025
ILAB 75-03	7-022
ILAB 75-04	7-006
ILAB 75-07	7-024
ILAB 75-08	7-019
ILAB 75-10	7-021
ILAB 75-13	7-002
ILAB 75-14	7-023
ILAB 75-15	7-011
ILAB 75-17	7-014
ILAB 75-25	7-012
OEO 61202	4-023
11-34-74-01	2-068
12-41-74-01	3-035
12-25-74-02	3-027
12-09-74-03	3-029
12-39-74-04	3-037
12-06-74-05	3-033
12-13-74-06	3-026
12-39-74-07	3-034
12-26-74-08	3-028
12-06-74-09	3-036
12-22-74-10	3-032
12-42-74-11	2-066
20-11-73-01	4-016
20-11-73-02	3-001
20-11-73-04	4-003
20-11-73-06	4-021
20-37-73-15	1-051
20-47-73-18	3-056
20-11-73-25	3-039
20-36-73-27	1-072
20-49-74-03	2-011
20-06-74-12	3-054
20-42-74-14	3-004
20-11-74-15	4-012
20-11-74-16	4-045
20-11-74-17	4-027
20-11-74-18	1-049
20-42-74-19	2-104
20-11-74-20	1-027
20-11-74-21	4-020
20-36-74-22	1-038
20-34-74-23	2-068
20-11-74-28	2-083
20-42-74-34	1-053
20-25-75-01	2-019
20-25-75-02	1-052
20-11-75-06	5-010
20-11-75-07	1-049
20-06-75-08	1-019
20-42-75-09	3-066
20-06-75-11	2-038
20-47-75-12	2-039
20-25-75-13	2-101
20-36-75-15	2-041
20-06-75-16	1-013
20-51-75-34	2-014
20-13-75-38	3-070
20-11-75-39	1-055
20-25-75-42	1-067
20-42-75-43	1-045
20-48-75-44	2-028
20-42-75-45	1-033
20-11-75-46	1-037
20-13-75-46	2-027
20-11-75-47	1-046
20-06-75-48	3-064
20-11-75-49	1-026
21-11-73-02	4-019
21-11-73-03	2-031
21-36-73-04	4-002
21-42-73-05	4-006
21-06-73-06	3-021
21-42-73-07	4-041
21-36-73-08	4-044
21-27-73-09	2-023
21-11-73-10	4-003
21-11-73-11	6-254
21-11-73-12	2-007
21-36-73-13	4-013
21-55-73-15	1-061
21-25-73-18	4-005
21-42-73-20	1-066
21-24-73-21	1-060
21-55-73-22	2-080
21-24-73-23	2-004
21-11-73-24	3-002
21-37-73-25	4-029
21-34-73-27	4-010
21-11-73-28	1-021
21-08-73-29	3-014
21-36-73-30	2-018
21-11-73-31	1-058
21-11-73-32	2-025
21-48-73-33	2-048
21-11-73-34	5-018
21-36-73-35	2-047
21-25-73-36	4-046
21-36-73-37	1-065
21-01-73-38	2-026
21-36-73-39	2-012
21-11-73-40	1-068
21-42-73-41	4-015
21-21-73-42	1-017
21-42-73-43	4-043
21-11-73-44	1-001
21-48-73-45	4-001
21-51-73-46	2-052
21-36-73-47	1-014
21-17-73-48	1-004
21-29-73-49	5-016
21-06-73-50	5-001
21-36-73-51	4-002
21-26-73-52	2-109
21-48-74-01	3-068
21-48-74-03	5-007
21-06-74-06	3-048
21-21-74-08	2-049
21-11-74-09	5-015
21-42-74-10	4-007
21-42-74-11	4-017
21-29-74-12	4-025
21-26-74-13	4-048
21-09-74-14	4-050
21-25-74-15	2-001
21-26-74-16	4-038
21-06-74-18	1-059
21-36-74-19	1-069
21-42-74-20	2-050
21-26-74-21	1-030
21-12-74-22	3-046
21-36-74-23	2-040
21-48-74-24	4-018
21-06-74-25	1-063
21-24-74-26	4-037
21-21-74-27	4-022
21-11-74-28	1-015
21-27-74-29	2-032
21-55-74-30	4-034
21-11-74-31	1-008
21-25-74-33	1-006
21-26-74-34	3-075
21-09-74-35	1-003
21-11-74-36	1-036
21-42-75-01	3-043
21-48-75-02	1-002
21-36-75-03	2-024
21-42-75-06	4-054
21-48-75-07	4-009
21-44-75-08	5-003
21-17-75-09	2-015
21-39-75-10	1-011
21-25-75-11	2-029
21-34-75-12	5-002
21-42-75-13	1-042
21-51-75-14	2-051
21-11-75-15	2-082
21-11-75-16	4-039
21-36-75-17	1-016
21-12-75-18	4-036
21-11-75-19	2-022
21-36-75-20	4-002
31-25-74-01	6-001
31-36-74-02	6-005
31-54-74-03	6-013
31-47-74-04	6-003
31-26-74-05	6-007
31-48-74-06	6-002
31-29-74-07	6-004
31-49-74-08	6-012
31-06-74-09	6-011
31-41-74-10	6-009
31-37-74-11	6-006
31-48-74-12	6-010
31-40-74-13	6-008

A.—Index of Contract and Grant Numbers

33-36-75-01 3-038
41-4-001-11 5-009
41-1-001-27 2-090
41-2-001-27 2-099
41-2-002-27 2-098
41-1-002-42 1-040
41-0-003-09 2-093
41-2-003-11 3-018
41-9-004-23 3-049
41-9-005-32 3-060
42-0-001-05 2-095
42-0-002-05 2-086
42-9-003-05 2-095
42-9-004-05 2-086
42-1-004-36 2-087
42-9-007-34 3-003
42-06-71-01 2-089
42-06-72-02 3-011
42-36-72-03 3-003
42-11-72-04 3-013
42-06-72-05 2-102
42-11-72-06 3-005
42-29-72-07 2-096
42-06-72-08 1-018
42-26-72-09 1-010
42-25-72-10 3-049
42-47-73-01 2-039,
032-092
42-36-73-02 2-091
42-36-73-03 2-084
42-11-73-06 4-026
42-27-73-07 4-033
42-06-74-01 2-094
42-11-74-02 2-100
42-06-74-04 2-063
42-22-74-05 3-032
42-34-74-06 3-030
42-34-74-07 3-031
42-25-74-08 1-006
42-06-74-13 3-036
51-40-69-01 2-074
51-24-69-05 2-071
51-15-69-08 2-058
51-24-69-09 2-070
51-24-69-10 2-056
51-37-69-11 2-057
51-24-70-01 3-067
51-05-70-05 2-065
51-25-70-08 2-060
51-36-71-02 2-078
51-42-72-02 2-066
51-11-72-04 2-075
51-36-72-06 2-079
51-26-72-07 2-072
51-13-72-10 4-011
51-11-73-02 2-061
51-25-73-03 2-073
51-55-73-04 3-023
51-42-73-05 2-066
51-06-73-06 4-030
51-06-73-07 2-069
51-06-73-08 2-064
51-27-73-09 2-062
51-41-74-01 2-061
51-12-74-02 2-059
51-36-75-01 2-067
51-11-75-02 3-069
51-27-75-03 2-055
51-11-75-04 3-059
71-53-70-01 1-031
71-24-70-02 1-028
71-05-70-03 1-029
71-34-70-04 1-014
71-25-71-01 1-022
71-25-71-02 1-024
71-36-71-03 4-005
71-06-72-01 1-032
71-11-72-05 1-025
71-25-72-06 1-020
81-34-28 4-021
81-08-38 4-021
81-09-66-27 2-106
81-09-66-31 1-070
81-19-68-13 2-045
81-37-68-21 4-021
81-37-68-40 3-009
81-24-68-45 5-012
81-32-69-03 5-012
81-37-69-15 4-021
81-09-69-23 5-004
81-34-70-04 4-055
81-23-70-08 4-024
81-37-70-18 4-021
81-09-70-19 4-045
81-20-70-20 2-043
81-46-70-24 2-044
81-36-71-01 4-002
81-36-71-07 4-052
81-11-71-09 1-070
81-11-71-10 3-012
81-11-71-11 5-008
81-11-71-16 4-042
81-11-71-18 4-014
81-11-71-19 4-028
81-06-72-01 1-056
81-11-72-04 4-056
81-26-72-05 4-053
81-06-72-09 4-051
81-11-72-11 4-032
81-11-72-16 5-008
82-01-07 2-026
82-01-67-36 2-026
82-46-68-42 3-016
82-09-68-43 2-076,
2-077
82-09-68-44 4-004
82-01-69-06 2-026
82-06-69-11 3-062
82-34-69-21 2-091
82-46-69-22 3-074
82-34-69-34 3-047
82-34-69-41 3-045
82-34-69-44 3-055
82-24-69-47 1-047
82-34-70-04 3-041
82-09-70-07 2-076,
2-077
82-26-70-12 3-072
82-24-70-13 3-073
82-05-70-14 2-105
82-06-70-19 3-062
82-15-70-22 1-043
82-24-70-23 1-005
82-05-70-25 1-041
82-05-70-28 4-031
82-34-70-29 3-042
82-48-70-30 3-020
82-34-70-31 3-051
82-34-70-33 2-097
82-22-70-35 3-052
82-37-71-04 3-071
82-36-71-07 2-091
82-36-71-09 3-024
82-25-71-10 3-010
82-11-71-11 1-050
82-11-71-13 2-042
82-11-71-14 2-003
82-11-71-16 5-017
82-36-71-17 1-050
82-48-71-18 2-006
82-17-71-19 3-044
82-25-71-21 2-013
82-11-71-22 2-017
82-11-71-23 2-108
82-18-71-24 3-006
82-11-71-25 3-040
82-42-71-26 5-013
82-06-71-27 1-062
82-18-71-29 3-007
82-11-71-32 5-006
82-29-71-34 2-085
82-36-71-35 2-046
82-25-71-36 2-010
82-48-71-38 2-048
82-25-71-39 3-015
82-17-71-40 2-008
82-26-71-41 1-054
82-11-71-42 2-053
82-36-71-43 1-044
82-26-71-44 2-109
82-11-71-45 2-033
82-25-71-46 2-088
82-37-71-47 1-007
82-17-71-48 2-009
82-36-71-49 3-057
82-26-72-01 3-008
82-11-72-02 2-036
82-41-72-03 1-012
82-26-72-04 1-064
82-08-72-07 3-062
82-42-72-08 3-063
82-11-72-11 2-005
82-11-72-12 2-076,
2-077
82-11-72-15 3-065
82-39-72-21 4-021
82-11-72-23 2-108
82-11-72-26 4-008
82-11-72-29 4-028
88-47-72-02 2-001
89-11-71-01 2-030
89-17-71-03 2-037
89-38-72-01 2-035
89-24-72-02 2-030
9-E-5-0046 2-076
91-23-67-57 3-049
91-34-67-58 6-242
91-16-68-13 6-066
91-35-68-15 6-043
91-23-68-27 6-211
91-24-68-29 6-244
91-24-68-41 6-226
91-46-68-48 6-251
91-05-69-01 6-200
91-24-69-12 6-175
91-23-69-20 6-236
91-27-69-24 6-184
91-24-69-25 6-146
91-36-69-26 6-141
91-34-69-30 6-215
91-09-69-31 6-250
91-15-69-35 6-138
91-27-69-38 6-044
91-36-69-50 6-058
91-15-69-51 6-147
91-32-69-66 6-029
91-34-69-67 6-124
91-34-70-06 6-183
91-15-70-07 6-252
91-53-70-08 6-086
91-34-70-09 6-036
91-15-70-12 6-234
91-05-70-13 6-025
91-24-70-14 6-154
91-27-70-21 6-054
91-34-70-27 6-202
91-37-70-34 6-067
91-46-70-35 6-163
91-09-70-36 6-238
91-05-70-37 6-227
91-06-70-38 6-040
91-34-70-39 6-160
91-32-70-41 6-055
91-05-70-42 6-034

91-05-70-44	6-246
91-15-70-45	6-178
91-05-70-46	6-075
91-24-70-51	6-150
91-27-70-52	6-021
91-40-70-54	6-121
91-37-70-55	6-049
91-24-70-56	6-170
91-24-70-57	6-195
91-23-70-60	6-033
91-34-70-62	6-026
91-34-70-63	6-058
91-34-71-02	6-222
91-25-71-04	6-181
91-26-71-06	6-239
91-06-71-07	6-072
91-25-71-08	6-128
91-06-71-09	6-077
91-36-71-12	6-081
91-36-71-13	6-144
91-25-71-14	6-134
91-26-71-16	6-053
91-17-71-17	6-129
91-06-71-18	6-169
91-25-71-19	6-095
91-11-71-20	6-158
91-17-71-22	6-148
91-36-71-23	6-173
91-25-71-24	6-149
91-05-71-25	6-075
91-06-71-27	6-070
91-09-71-28	6-131
91-06-71-30	6-025
91-11-71-32	6-228
91-06-71-33	6-034
91-39-71-34	6-067
91-29-71-36	6-078
91-25-71-38	6-151
91-06-71-39	6-165
91-36-71-41	6-216
91-09-71-42	6-102
91-39-71-43	6-219
91-36-71-45	6-156
91-26-71-46	6-093
91-26-71-47	6-106
91-25-71-49	6-187
91-29-71-50	6-203
91-44-71-51	6-120
91-36-71-52	6-014
91-12-71-53	6-109
91-18-72-02	6-071
91-22-72-04	6-166
91-48-72-05	6-112
91-20-72-07	6-240
91-25-72-09	6-188
91-48-72-10	6-229
91-26-72-11	6-079
91-26-72-12	6-231
91-36-72-13	6-017
91-37-72-15	6-039
91-06-72-16	6-072
91-25-72-17	6-204
91-25-72-18	6-128
91-18-72-19	6-221
91-11-72-20	6-125
91-06-72-21	6-155
91-26-72-22	6-105
91-26-72-23	6-208
91-26-72-2[illegible]	6-142
91-11-72-25	5-011
91-37-72-26	6-073
91-55-72-27	6-256
91-06-72-28	6-212
91-09-72-29	6-197
91-29-72-30	6-107
91-36-72-31	6-024
91-17-72-32	6-235
91-42-72-33	6-064
91-36-72-34	6-026
91-36-72-35	6-190
91-13-72-36	6-232
91-48-72-37	6-097
91-06-72-38	6-171
91-36-72-39	6-167
91-11-72-40	6-260
91-29-72-41	6-027
91-36-72-42	6-201
91-06-72-43	6-135
91-24-72-44	6-233
91-06-72-45	6-255
91-25-72-46	6-206
91-41-72-47	6-096
91-47-72-48	6-111
91-55-72-49	6-061
91-24-72-50	6-159
91-34-72-51	6-243
91-36-73-01	6-248
91-06-73-02	6-050
91-06-73-03	6-082
91-55-73-04	6-230
91-55-73-05	6-016
91-17-73-06	6-177
91-36-73-07	6-080
91-42-73-08	6-088
91-25-73-09	6-220
91-12-73-10	6-168
91-26-73-11	6-117
91-36-73-12	6-156
91-36-73-13	6-032
91-55-73-14	6-176
91-42-73-16	6-182
91-25-73-17	6-153
91-36-73-18	6-172
91-26-73-19	6-051
91-53-73-20	6-157
91-42-73-21	6-037
91-25-73-22	6-191
91-06-73-23	6-161
91-55-73-24	6-023
91-49-73-25	6-022
91-25-73-26	6-119
91-48-73-27	6-193
91-06-73-28	6-068
91-36-73-29	6-028
91-13-73-30	6-160
91-25-73-31	6-143
91-42-73-32	6-257
91-42-73-33	6-122
91-06-73-34	6-092
91-48-73-35	6-261
91-24-74-01	6-091
91-39-74-02	6-217
91-26-74-03	6-063
91-06-74-04	6-060
91-06-74-05	6-164
91-25-74-06	6-099
91-42-74-07	6-047
91-27-74-08	6-137
91-36-74-09	6-046
91-26-74-10	6-031
91-55-74-11	6-192
91-34-74-12	6-198
91-17-74-13	6-020
91-44-74-14	6-076
91-17-74-15	6-207
91-06-74-16	6-074
91-39-74-17	6-126
91-09-74-18	6-015
91-55-74-19	6-048
91-36-74-20	6-045
91-25-74-21	6-123
91-25-74-22	6-104
91-53-74-23	6-209
91-26-74-24	6-249
91-48-74-25	6-261
91-30-74-26	6-225
91-25-74-27	6-065
91-26-74-28	6-110
91-17-74-29	6-245
91-55-74-30	6-199
91-09-74-31	6-223, 6-224
91-17-74-32	6-259
91-40-74-33	6-213
91-42-74-34	6-241
91-27-74-35	6-258
91-48-74-36	6-127
91-25-74-37	6-085
91-51-74-38	6-089
91-44-74-39	6-056
91-36-74-40	6-103
91-25-74-41	6-041
91-36-74-42	6-035
91-25-74-43	6-052
91-48-74-44	6-253
91-53-74-45	6-116
91-29-74-46	6-136
91-25-74-47	6-152
91-24-74-48	6-139
91-17-75-01	6-210
91-17-75-02	6-059
91-27-75-03	6-084
91-36-75-04	6-174
91-24-75-05	6-180
91-09-75-06	6-194
91-[illegible]-75-07	6-038
91-24-75-08	6-196
91-36-75-09	6-030
91-29-75-10	6-133
91-25-75-11	6-113
91-05-75-12	6-205
91-29-75-13	6-090
91-36-75-14	6-042
91-25-75-15	6-118
91-41-75-16	6-130
91-25-75-17	6-098
91-19-75-18	6-214
91-26-75-19	6-115
91-17-75-20	6-132
91-08-75-21	6-114
91-37-75-22	6-083
91-26-75-23	6-018
91-06-75-24	6-057
91-06-75-25	6-145
91-19-75-26	6-224
91-26-75-27	6-247
91-26-75-28	6-218
91-25-75-29	6-140
91-36-75-30	6-186
91-22-75-31	6-069
91-26-75-32	6-087
91-25-75-33	6-094
91-09-75-34	6-101
91-09-75-35	6-062
91-26-75-37	6-185
91-26-75-38	6-108
91-25-75-39	6-162
91-36-75-40	6-019
91-25-75-41	6-237
91-25-75-42	6-179
91-51-75-43	6-189
92-15-69-22	1-043
92-34-70-16	1-034
92-53-70-17	2-016
92-25-71-05	2-002
92-39-72-01	1-035
92-25-72-03	1-048
92-06-72-04	2-107
92-11-72-05	2-034
92-48-72-06	5-014
92-06-72-07	3-058
92-18-72-08	1-039
92-36-72-12	3-025
92-11-72-13	3-022

92-06-72-14 2-103
92-51-72-15 2-354
92-49-72-16 1-009
92-42-72-17 3-019
92-25-72-18 2-020
92-11-72-21 1-057
92-36-72-23 4-049
92-49-72-24 4-040
92-11-72-25 3-053
92-42-72-26 3-050
92-06-72-27 1-071
92-36-72-28 5-005
92-42-72-29 3-017
92-36-72-30 1-023
92-11-72-32 2-021
92-26-72-33 1-005
92-42-72-34 4-035
92-26-72-35 4-047
92-11-72-36 4-004
92-24-72-37 2-030

B.—INDEX OF CONTRACTOR AND GRANTEE ORGANIZATIONS

(For reference numbers, first digit is chapter number and subsequent digits refer to numerical order of descriptions within each chapter.)

A

Abt Associates, Inc ... 1-067, 2-101
American Agricultural Economics Association ... 1-017
American Association for Health, Physical Education, and Recreation ... 3-018
American Bar Association ... 2-022, 2-025, 2-036
American Correctional Association ... 2-030
American Institutes for Research ... 3-004, 4-032
American Jewish Committee ... 4-049
American University, The ... 6-260
Analytic Systems, Inc ... 1-046
Arizona, The University of ... 1-062
Associate Control Research and Analysis, Inc ... 4-008, 4-026
Atlanta Urban League ... 3-026
Atomic Energy Commission, U S ... 3-056

B

B&C Associates, Inc ... 1-051
Battelle Memorial Institute ... 2-035, 3-009
Boeing Computer Services, Inc ... 1-037, 7-006
Boston College ... 6-085, 6-113, 6-119, 6-151
Boston University ... 6-001
Brandeis University ... 2-010, 2-073, 6-181
Bridgeport, City of, Office of the Mayor ... 1-003
Brookings Institution, The ... 7-024
Brown University ... 6-056, 6-076, 6-120
Bryn Mawr College ... 6-037, 6-182
Bureau of Labor Statistics ... 1-050, 4-003, 4-014, 4-042, 4-045, 5-008
Bureau of Social Science Research, Inc ... 2-033, 2-061, 2-075, 2-106, 3-002, 6-228, 6-250
Bureau of the Census ... 4-012, 4-021, 4-028

C

California State Assembly ... 1-041
California State Personnel Board ... 3-021, 4-031
California, State of, Human Resources Development Department ... 1-032
California, University of, Berkeley ... 1-029, 1-056, 2-063, 6-025, 6-034, 6-050, 6-060, 6-068, 6-072, 6-074, 6-077, 6-082, 6-155, 6-161, 6-164, 6-165, 6-169, 6-194, 6-200, 6-227
California, University of, Los Angeles ... 2-107, 4-051, 6-057, 6-092, 6-135, 6-171
California, University of, Riverside ... 6-205
Carid Associates, Inc ... 1-033, 1-045, 1-053
Career Development International, Inc ... 2-088
Carnegie-Mellon University ... 2-050, 4-035, 4-043, 6-241, 6-257
Case Western Reserve University ... 2-057, 6-126
Catholic University of America, The ... 5-011
Census, The Bureau of—See Bureau of the Census
Center for Applied Manpower Research ... 1-063, 3-048
Center for Community Change ... 2-0[illegible]
Center for Governmental Studies ... 1-001
Center for Policy Research, Inc ... 1-009, 2-018, 4-055
Center for Research on the Acts of Man ... 2-066, 4-041
Center for the Study of Public Policy ... 5-010
Charles River Associates, Inc ... 7-004, 7-022
Chase Manhatten Bank ... 2-024
Chicago State University ... 6-210
Chicago, Mayor's Council of Manpower and Economic Advisors ... 1-004
Chicago, The University of ... 2-008, 2-058, 6-129, 6-148, 6-235
Civil Service Commission, U S ... 1-049
Claremont Graduate School ... 2-103, 6-145, 6-255
Colorado State University ... 3-014, 3-062, 6-114
Colorado, University of ... 6-040
Columbia University ... 1-014, 1-034, 1-065, 4-002, 6-017, 6-026, 6-036, 6-046, 6-058, 6-080, 6-100, 6-172, 6-173, 6-183, 6-186, 6-190, 6-202, 6-242, 7-005
Commerce, U S Department of—See Bureau of the Census
Contract Research Corporation ... 1-052, 2-019
Cornell University ... 2-012, 2-067, 2-078, 6-030, 6-124, 6-201, 6-215
Council on Hotel, Restaurant and Institutional Education ... 3-053
CPI Associates, Inc ... 1-026
Criminal Justice Research, Inc ... 2-020

D

Data Resources, Inc ... 7-013
Defense, U S Department of ... 5-004
Detroit, City of, Mayor's Office of Manpower ... 3-028
Developing World Industry and Technology, Inc ... 7-014
Development Associates, Inc ... 3-0[illegible]1
Development Systems Corporation ... 2-06[illegible]
District of Columbia Commission on the Status of Women ... 2-034
Duke University ... 6-043, 6-073

E

Educational Systems Corporation ... 2-076

Educational Testing Service 1-049, 3-052, 3-060, 5-002, 5-012
Employment Service, U.S. 1-027, 3-074
Employment Standards Administration 3-039
Entropy Limited 2-029
Evaluation Technology Corporation 2-089, 2-095

F

Federal Interagency Committee on Education, U.S. Office of Education 5-009
Florida International University 3-046
Florida State University, The 6-109
Florida, University of 6-168
Fordham University 2-040
Frederick Burk Foundation for Education 7-007

G

George Washington University, The 2-093, 2-100, 3-005, 3-013, 6-125, 6-158
Georgetown University 2-031, 4-039
Georgia Department of Labor 2-027
Georgia State University 4-011, 7-012
Georgia, University of 6-232
Graham Associates, Inc. 2-094, 3-011
Greater Hartford Process, The, Inc. 3-029
Greenleigh Associates, Inc. 1-044

H

Harvard University—See also Joint Center for Urban Studies, Harvard University and Massachusetts Institute of Technology 1-048, 2-002, 3-012, 4-005, 4-024, 6-033, 6-041, 6-052, 6-094, 6-099, 6-118, 6-128, 6-142, 6-143, 6-149, 6-152, 6-187, 6-253
Health, Education, and Welfare, U.S. Department of 3-069
Higher Education Development Fund 3-003
Houston Vocational Guidance 3-016
Houston, University of 4-056, 6-002, 6-112, 6-251
Howard University 6-238
Human Interaction Research Institute 1-071, 2-105, 3-058
Human Resources Research Organization 2-052, 2-054
Humanic Designs Division, Information Science Corporation 3-041

I

Illinois Bureau of Employment Security 1-043
Illinois, The University of, at Urbana-Champaign 6-020, 6-132, 6-147, 6-177, 6-207, 6-245
Impact Inc. 2-055
Indiana University Foundation 3-006, 3-007, 6-038, 6-066, 6-071
Institute for Behavioral Research in Creativity 1-055
Institute of Public Administration 1-050, 3-055, 5-005
Interstate Conference of Employment Security Agencies, Inc. 1-036
Interstudy, Welfare Policy Division 2-062
Iowa State University 6-214, 6-224

J

Jewish Employment and Vocational Services, Inc. 3-063, 3-066
Job Corps Health Unit 2-003
Johns Hopkins University, The 2-004, 6-091, 6-139, 6-159, 6-196, 6-233
Joint Center for Urban Studies, Harvard University and Massachusetts Institute of Technology 1-020, 1-022
Joint Committee for Cannery Industry Training Program, Inc. 3-054

K

Kearney Management Consultants 7-021
Kentucky Research Foundation, The University of 2-045, 4-022
Kentucky, The University of 2-049
Kramer, Leo, Inc. 4-027, 5-006

L

Labor, Department of 1-019
Labor, U.S. Department of—See also Bureau of Labor Statistics; Employment Service, U.S.; Employment Standards Administration; Women's Bureau 7-026
Lawrence Berkeley Laboratory 1-013
League of Cities—Conference of Mayors, Inc. 2-017
Legal Resources, Inc. 1-008
Levine, Louis 1-025
Linton and Company, Inc. 4-020
Louisiana State University 6-069
Louisiana State University, New Orleans 2-043

M

Manpower Administration, Region IV 3-070
Manpower Administration, Region IX 1-013
Manpower and Education Research Associates 2-014
Manpower Demonstration Research Corporation 3-038
Manpower Management Institute 1-068
Manpower Science Services, Inc. 1-005, 3-067
Maryland, University of 1-060, 4-037, 6-180
Massachusetts Advocacy Center 2-001
Massachusetts Institute of Technology—See also Joint Center for Urban Studies, Harvard University and Massachusetts Institute of Technology 1-006, 1-024, 4-046, 6-095, 6-098, 6-104, 6-123, 6-134, 6-140, 6-153, 6-179, 6-188, 6-204, 6-206, 7-020
Massachusetts, State of, Technical Development Corporation 3-027
Massachusetts, University of 6-065, 6-162, 6-211, 6-220, 6-236
Massachusetts, University of, Boston 6-237
Match Institution, The 5-017
Mathematica, Inc. 2-068, 3-038
Memphis and Shelby County, Health and Welfare Planning Council of 2-081
Memphis Board of Education 2-092
Memphis State University 6-003
Metropolitan Applied Research Center, Inc. 2-084
Metropolitan Cleveland JOBS Council 1-035
Michigan Employment Security Commission 1-054
Michigan State University 2-070, 2-109, 5-012, 6-018, 6-087, 6-146, 6-175, 6-247, 6-249
Michigan, The University of 1-028, 1-030, 1-047, 1-064, 2-056, 2-071, 2-072, 4-038, 4-047, 4-048, 4-053, 6-031, 6-051, 6-053, 6-063, 6-079, 6-093, 6-105, 6-106, 6-110, 6-115, 6-

117, 6-150, 6-154, 6-170, 6-185, 6-195, 6-208, 6-218, 6-226, 6-231, 6-239, 7-010, 7-023
Minnesota, University of 2-023, 4-033, 6-084, 6-137
Mississippi, The University of 4-011, 6-003
Missouri, University of, Columbia 4-025, 6-004, 6-027, 6-090, 6-133
Mobilization for Youth, Inc 2-091
Montana State University 6-225
Murton Foundation for Criminal Justice, The, Inc 2-032

N

Nathan Associates, Robert R., Inc 2-053
National Academy of Sciences – National Research Council 1-057, 1-058
National Child Day Care Association, Inc 2-077
National Civil Service League 3-022
National Commission on Resources for Youth, Inc 2-087
National Committee for Careers in the Medical Laboratory 3-052
National Committee on Employment of Youth 3-042
National Council on Crime and Delinquency 2-021
National Joint Apprenticeship and Training Committee for Operating Engineers 2-007
National Manpower Policy Task Force 1-070, 6-254
National Planning Association 4-019, 5-018
National Restaurant Association 3-044
National Tool, Die and Precision Machining Association 2-005
National Urban League, The 2-046
Nebraska, University of 6-160
New Careers Systems Institute 3-045
New Jersey, State of, Department of Labor and Industry 7-025
New Orleans, City of 3-032
New York City Fire Department 3-008
New York University 2-079, 6-028, 6-035, 6-081, 6-144, 6-248, 7-003
New York, Hunter College of the City University of 4-044
New York, State University of 6-042
New York, The City University of 4-013, 6-045
New York, The Research Foundation of The City University of 3-047
New York, The Research Foundation of The State University of, at Albany 6-024, 6-216
New York, The State University of, at Buffalo 6-005, 6-032
Newark Studies, Office of, State of New Jersey 3-031
North Carolina Agricultural and Technical State University 6-006
North Carolina Manpower Development Corporation 1-007, 3-071
North Carolina State University 4-029, 6-083
North Carolina, University of 6-039
North Star Research and Development Institute 2-060, 2-090, 2-098, 2-099
North Texas State University 6-002, 6-229
Northeastern University 1-006, 2-013, 3-015, 3-049
Northern Michigan University 3-073, 3-075
Northside Center for Child Development 2-084
Northwestern University 6-059, 6-138, 6-178, 6-234, 6-252, 6-259

O

Oakland University 6-007
Office of Native American Programs 2-042
Ohio State University Research Foundation, The 4-021, 6-067
Ohio State University, The 1-011, 6-049, 6-217, 6-219, 7-002
Ohio, State of, Office of Policy Research 3-034
Oklahoma State University 6-008
Oklahoma State University Research Foundation 6-213
Olympus Research Corporation 1-015, 1-021, 2-011
Oregon Board of Education 1-012
Oregon State University 6-009
Oregon, University of 6-096
Oriel & Associates, A. E., Ltd 2-015

P

Pacific Training and Technical Assistance Corporation 2-064
Pan American University 6-010
Patrick House Drug Abuse and Family Health Center, City of Jersey City 3-030
Pennsylvania State University 4-056, 6-088, 7-009
Pennsylvania, University of 1-066, 2-074, 3-050, 4-006, 4-015, 5-013, 6-047, 6-064, 6-121, 6-122
Pennsylvania, University of, The Wharton School 3-043
People-to-People Committee for the Handicapped 2-108
Pittsburgh, University of 1-042, 3-017
Portland State University 6-130
Portland, City of, Human Resources Bureau 3-035
Princeton University 4-010, 6-029, 6-055, 6-243
Private Concerns, Inc 2-024
Public Research Institute of the Center for Naval Analysis, The 2-051, 7-001, 7-018, 7-019
Puerto Rico, University of, Social Research Center 2-040
Purdue Research Foundation 6-221
Purdue University 1-039

R

Rand Corporation, The 5-001
Recruiting Management Consultants, Inc 4-052
Recruitment and Training Program, Inc 2-041, 2-047
Rehabilitation Research Foundation 2-026
Rhode Island, University of 5-003
Richardson, Bellows, Henry & Co., Inc 3-059, 3-065
Rochester Jobs, Inc 2-097
Rochester, University of 6-019, 6-103, 6-156, 6-167, 6-174, 7-019
Rutgers, The State University 6-198, 6-222

S

Saint Louis University 2-085, 2-096, 6-203
San Francisco State University 6-011
San Francisco, City and County of 1-059
San Francisco, City and County of, Office of Manpower 3-036
Shelley & Co., E. F., Inc 1-038, 1-072, 3-057
Social Development Corporation 3-040
Social Service Delivery Systems 2-039
South Florida, University of 4-036
Southern California, University of 2-065, 2-069, 6-075
Southern Illinois University 2-037
Southern University 4-011
Spanish Speaking Unity Council of Alameda County 3-033
St. Olaf College 6-258
Stanford Research Institute 3-064

B.—Index of Contractor and Grantee Organizations

Stanford University 4-030, 6-070, 6-212, 6-246
Stockton Unified School District 2-102
Synectics Corporation 2-104
Syracuse University 6-014, 6-141
Systematic Training and Redevelopment (STAR) 3-072
Systems in Education and Training, Inc 2-059
Systems Research Incorporated 1-010

T

Technical Education Research Center, Inc 3-010
Temple University 1-040, 3-019, 4-007, 4-017, 4-054
Tennessee, The University of 6-111
Texas A&M University 6-193
Texas Technological University 6-097, 6-261
Texas, Office of the Governor, Criminal Justice Division 2-028
Texas, The University of 2-006, 2-044, 2-048, 3-068, 4-001, 4-009, 4-011, 4-018, 4-023, 5-007, 5-014, 6-127, 6-163
Texas, The University of, Center for Economic Development 1-002
TransCentury Corporation 4-016
Tufts University 6-191
Tulane University 6-166, 7-015

U

U S — Agencies and Departments beginning with 'U S' are listed elsewhere by individual title
Ultrasystems, Inc 2-038, 3-061
United States Research and Development Corporation 3-051
Urban Institute, The 4-004, 5-015
Utah State University 4-040
Utah, State of, Office of State Planning Coordinator 3-037
Utah, University of 1-009, 6-012

V

Vera Institute of Justice 3-024, 3-025
Vermont, State of, Department of Employment Security 3-020
Virginia Polytechnic Institute and State University 6-089
Virginia, University of 6-189

W

Washington State University 6-209
Washington University 5-016, 6-021, 6-044, 6-054, 6-078, 6-107, 6-136, 6-184
Washington, University of 6-116
Watts Labor Community Action Committee 1-018, 2-086
Wayne State University 2-071, 2-072, 6-051, 6-063, 6-108, 6-244
Weber State College 6-022
West Virginia University 6-013
Wharton Econometric Forecasting Associates, Inc 7-017
Wichita State University 6-240
Wisconsin, State of, Department of Administration 4-034
Wisconsin, State of, Department of Industry, Labor, and Human Relations 2-016, 2-080
Wisconsin, The University of 1-031, 1-061, 3-023, 6-016, 6-023, 6-048, 6-061, 6-086, 6-157, 6-176, 6-192, 6-199, 6-230, 6-256
Women's Bureau 2-083
Work in America Institute, Inc 1-016
Wyoming, University of 7-016

Y

Yale University 4-050, 6-015, 6-062, 6-101, 6-102, 6-131, 6-197, 6-223
Yonkers Public Library 1-023

C.—INDEX OF INDIVIDUALS ASSOCIATED WITH CONTRACTS OR GRANTS

(For reference numbers, first digit is chapter number and subsequent digits refer to numerical order of descriptions within each chapter. When a letter appears, it refers to a subproject and follows the project having the same number.)

A

Abernathy, Lewis M 6-002
Adams, Gerald F 7-017
Adams, John F 4-011
Akula, John L 6-128
Alexander, Michael O 3-055
Allen, Robert E 6-032
Aller, Curtis C 1-041, 1-063, 3-048, 6-011
Alnasrawi, Abbus 3-020
Altieri, Paul L 6-085
Altrogge, Phyllis D 6-090
Anderson, Carol 3-016
Anderson, Kenneth 4-028
Anderson, Parker C 1-018
Andrisani, Paul 4-021A, 4-021C, 4-054
Appelt, Judy Parker 6-163
Applebaum, Stanley 1-038
Autry, George B 1-007
Azevedo, Ross E 6-124

B

Bachman, Jerald G 4-053
Backer, Thomas E 3-058
Bailis, Lawrence 2-019
Bain, Trevor 1-069, 2-018
Baker, B R 3-062
Baker, Sally Hillsman 4-055
Baldwin, Robert E 7-026
Bale, Malcolm D 6-016, 6-225
Ball, Joseph H 6-100
Bamba, Hiroya 6-162
Baranson, Jack 7-014
Barbee, J R 3-062
Barkin, Solomon 6-211, 6-236
Barnes, Clarence H 6-111
Barrett, Nancy S 6-260
Barron, John M 6-056
Barton, Marlin 2-026
Barton, Sam B 6-229
Bast, Bernard A 6-154
Bates, Percy 3-067
Bates, Thomas 7-007
Battelle, Peter E 3-020
Baum, John F 6-086
Baxter, Brent 3-004
Bedrosian, Hrach 2-079
Beehn, Terry A 4-047
Beggs, Stephen 7-022
Belding, Nancye 2-098
Beller, Andrea H 6-080
Bennett, Donald G 3-040
Benus, Jacob M 3-064
Bercini, Deborah H 2-052
Berger, David E 6-021
Berk, Richard 6-259
Bernard, Jesse 2-074
Bernard, S 2-072
Bernheimer, Richard A 3-021
Bernstein, Samuel C 1-004
Bertcher, Harvey 1-005
Beusse, William E 5-004
Biderman, Albert D 6-250
Biel, Michael 2-025
Bishop, John H 3-023
Black, Matthew 6-115
Blau, Francine D 6-149
Blau, Judith R 6-178
Blue Spruce, George 2-042
Bluestone, Barry 2-071, 6-150
Bolino, August C 5-011
Borenzweig, Herman 6-075
Bose, Christine E 6-233
Boskin, Michael J 4-030, 6-212
Bowers, James E 2-036
Bowers, Norman 6-133
Brecher, Charles 1-014D, 3-041, 4-002O
Brechling, Frank 6-252, 7-001
Breinich, Susan C 4-021, 4-021C
Brewer, Norma B 2-026
Brier, Stephen 6-092
Briggs, Norma 2-016
Briggs, Vernon M., Jr 2-045
Bronfman, Lois Ann Martin 6-096
Broughton, Frank 2-091
Brown, Robert Charles 6-069
Brown, Robert J 1-051
Brown, Zenia H 4-032
Browning, Harley L 4-001
Buchele, Robert K 6-118
Budde, Norbert W 6-044
Buechner, William R 6-187
Burleson, Erica 3-020
Burleson, Richard A 3-020
Burrows, James C 7-004, 7-022
Burton, Ellen 6-123

C

Cameron, William 1-045
Cammann, Cortlandt 4-047
Cantu, Rolando V 6-010
Cardenas, Gilbert 6-132
Carlson, Burton 3-037
Carper, James 1-026
Carter, Barbara N 6-106
Cashman, John R 3-020
Cayton, Paul W 2-026
Cherkasky, Shirley E 2-093, 2-093A
Christensen, Laurits R 7-013
Christian, Virgil L., Jr 4-022
Clague, Ewan 4-027, 5-006
Clark, Mamie P 2-084
Cline, William 7-024
Cobb, Sidney 6-208
Cobb, William M. Jr 6-239
Cohen, Malcolm S 1-028, 1-030

Cohn, Jules 4-049
Cole, C. W 3-062
Cole, Stephen 2-074
Comarow, Murray 1-036
Conrad, Klaus 7-013
Cook, Philip 1-056A, 1-056E
Copperman, Lois F 6-130
Corbin, Paul 1-027
Coutts, Robert 2-103
Craft, James A 3-017
Crawford, Everett 1-001
Cronemeyer, Cora S 3-074
Crosslin, Robert L 6-027
Crowder, Norville D 6-043
Cudaback, Dorothea 6-165
Cuddy, Caroll 2-004
Cukierman, Alex 6-188
Cummings, Diane 7-013

D

Dacus, Phyllis 1-072
Dalton, Thomas R 6-168
Danziger, Sheldon H 6-104
Darcy, Robert L 3-014
Darian, Jean C 6-121
Dauffenbach, Robert C., Jr. 6-177
DaVanzo, Julie 5-001
David, Henry 1-058
Davies, Mary 3-056
Davis, Harry E 4-042
Davis, James A 2-074
Davis, Joseph M 4-021A, 4-021B
Davis, Otto A 2-050
Dayton, David 3-027
Dean, Linda 6-256
DeFillippi, Robert 2-004
Delehanty, George E 6-234
deMik, Gary H 3-056
Derryck, Dennis A 2-010
deValera, E. K 2-026
Devine, Eugene 7-018
Dhrymes, Phoebus 7-005
Diamond, Daniel E 2-079
Dickinson, Paul T 6-078
Dinney, Michael 6-079
DiNunzio, Michael A 2-017
Dixon, Vernon J 6-055
Doeringer, Peter B 1-048, 4-024
Dorosin, Harriette 5-006
Drury, Thomas F 2-106
Dunlop, John T 1-022
Dunning, Bruce B 2-075
Dutka, Anna B 1-014B

E

Eccles, Mary Eisner 6-094
Eckman, Bruce K 2-091
Eddy, Brenda B 4-039
Edelstein, Robert H 4-041
Edwards, Richard C 4-005
Eggertsson, Thrainn 6-067
Ehrenberg, Ronald G 6-220
Eickwork, Kathleen R 2-078
Ellard, Charles J 6-112
Ellison, Robert L 1-055
Elorduy, Mike R 3-054
Elton, Eunice 3-036
Enos, Darryl D 2-103
Enright, William J 2-094, 3-011
Erfurt, John C 1-047
Ericksen, Julia A 6-122
Ericson, Robert 1-067
Erwin, Frank W 3-059
Erwin, Frank W 3-065
Esser, Barbara F 5-012
Etzioni, Amitai 4-055
Ezaki, Mitsuo 7-013

F

Fackler, James S 3-006, 3-007
Fairchild, Charles K 1-038
Faulk, Diane Rochelle Chappelle 4-021B
Faunce, William A 6-249
Feezell, John 2-103
Feifer, Irwin 2-091
Feinberg, Robert F 6-189
Feldesman, James L 1-008
Feldstein, Donald Lee 6-202
Felton, Marianne V 3-007
Fenton, Chester 1-020
Ferman, Louis A 1-047, 2-071, 2-072
Fernandez, John P 4-004
Fiks, Alfred 3-063
Finch, Wilbur A., Jr. 6-074
Fink, Leon R 6-103
Fisher, Alan A 6-155
Fisher, Franklin G 2-038
Flanagan, Robert J 4-021E, 6-235
Fleisher, Belton M 6-217, 6-219, 7-002
Florer, John H 6-141
Foltman, Felician F 2-012
Foster, Howard G 6-216
Fox, Andrew 2-039, 2-092
Fox, Warren H 2-017
Frank, Linda L 4-050
Frank, Robert H 1-056C, 1-056E
Franklin, David S 2-065, 2-069
Franklin, William S 2-006, 3-046
Freeberg, Norman E 3-060
Freeman, Evelyn S 4-052
Freiman, Marc P 6-048
Freimund, Justus 2-021
Freund, Joann 1-064
Friedman, Lucy N 3-025
Frost, Olivia P 6-081

G

Garcia, Fred A 3-001
Garfinkle, Stuart 4-007
Garlock, Jonathan E 6-156
Garvin, Charles D 2-056
Gayer, Gordon 3-020
Gemmell, Gordon 7-007
Gerner, Jennifer 2-080
Gery, Frank W 6-258
Geweke, John F 6-084
Gibbons, Christina 3-020
Giblin, Edward J 1-054
Gill, Flora D 6-070
Gilpatrick, Eleanor G 3-047
Ginsberg, Donald 2-097
Ginzberg, Eli 1-014, 1-065, 4-002
Girard, Shirley 3-073
Glaser, Edward M 1-071, 1-071B, 2-105
Glenn, Lowell M 6-158
Glickman, Albert S 4-032
Glover, Robert W 2-006

Gold, Martin 6-226
Goldberg, Judith 2-101
Goldenberg, I. Ira 2-001, 2-002
Goldstein, Harold M. 3-049
Gomberg, William 4-041
Gonzales, Joseph P 2-102
Gordon, David M 4-005
Gordon, Jesse E 1-005, 1-047, 3-067
Gordon, Nancy M 6-241, 6-257
Gore, Susan 6-105
Gorham, William A 1-049
Goslin, David 1-058
Gottlieb, David 4-056
Graham, Gary S 2-094, 3-011
Granick, Leonard P. R 2-091, 3-045
Gramo, John T 4-021C
Greaux, Robert B 3-045
Green, Ernest 2-041, 2-047
Greene, Robert 1-059
Greenston, Peter M 5-015
Greenwald, Howard P 6-068
Greer, Joseph F., Jr 6-203
Gregory, Paul R 6-253
Grinker, William 3-038
Groves, Robert M 6-110
Gulion, Christiana 3-047
Gupta, Nina 4-047
Gustafson, Thomas Alton 6-062
Gutteridge, Thomas G 6-005, 6-221

H

Hackman, J. Richard 4-050
Hadar, Ilana 6-145
Hall, Robert E. 4-021E, 6-227
Hallman, Howard W 1-001
Hamermesh, Daniel S. 4-010, 6-243
Hammond, Reese 2-007
Hampton, Lee R 2-026
Hankin, Stan 2-004
Hansen, Gary B 4-040
Hansen, Niles M 1-002, 5-014
Hansen, Richard A 4-055
Hardin, Einar 6-247
Hardman, William E 2-005
Harrington, Julius 2-039
Harrison, Don K 3-067, 6-170
Hart, L. A 2-026
Hartmann, Bruce G 6-024
Hauck, William 1-041
Hausman, Leonard J 2-073
Havelock, Ronald G 1-064
Havens, Elizabeth M 6-261
Hawkins, Donald E 3-018
Hawkins, Lawrence W 1-054
Hawkins, Robert G 7-003
Heath, Pamela J 6-023
Heckman, James J 6-029
Heidt, Sarajane 3-008
Hellervik, Lowell W 2-023
Helms, S. T 4-021E
Henry, William F 2-060, 2-098
Herdman, Robert 3-020
Herman, Alexis 2-041
Herring, James W 3-059
Herrnstadt, Irwin L 2-013, 3-015
Herzog, Eric L 6-206
Hewett, Walter, III 1-044
Hiestand, Dale L. 4-002D
Hietala, Ronald O 3-056
Hills, Stephen M 6-192
Hobbs, William E 1-044
Hoffman, Emily P 6-065
Hoinkes, Renate 3-020
Hokenson, Earl 2-062
Holen, Arlene 7-019
Holland, J. L. 4-021E
Hollander, Edward D 2-053
Holmer, Martin R 6-153
Holmes, Sandra 2-076
Holt, Charles C. 4-004
Hoover, Dale 4-029
Hopkins, Arnold 2-025
Hopkins, Robert E. 6-047
Hopp, Michael A 6-137
Hopps, June 6-181
Horowitz, Morris A 1-006, 2-013, 3-015, 3-049
Horst, Thomas 7-011
Hotchkin, Gary L. 3-044
Howell, James Carlton 6-040
Hubbard, Rachel M 6-049
Hubbard, Robert L 6-093
Huber, George P. 1-031
Hudis, Paula M 6-051
Huffman, Wallace B 6-214
Huffman, Walter E 6-213
Hunt, H. Allan 6-161
Hunt, James W 2-036
Hurd, Michael D. 6-034
Hyman, Herbert H. 6-242

J

Jackson, Mattie P 2-077
Jacobs, Frederic 2-088
Jacobson, Lee E. 3-045
Jacobson, Louis 7-018
Janson, Robert 4-050
Jencks, Christopher A 5-010
Jenkins, Douglas G., Jr 4-047
Jenkins, W. O. 2-026
Johansson, Margit A. 6-058
Johmann, Nancy 1-023
Johnson, Deborah 2-109
Johnson, Miriam 1-015, 1-021, 1-021A
Johnson, William Clint 6-097
Johnston, Jerome 4-053
Jondrow, James 7-018
Jones, Barbara 4-021E
Jones, Ethel B 6-232
Jones, Ralph 2-028
Jones, Ronald E. 2-004
Jones, Warren W 2-017
Jordan, Charles R 3-035
Jorgensen, Dale W 7-013
Jorgenson, Dale W 7-013
Jorrin, Valerie 1-034
Joseph, Myron L. 4-035, 4-043
Jucius, Catherine V 6-199
Judy, Jerry N. 6-146
Jusenius, Carol L 4-021, 4-021D

K

Kahn, Lawrence M 6-194
Kahn, Marvin H. 6-184
Kalachek, Edward D 5-016
Kalcic, Dismas B. 6-107
Kamath, D. R 4-051
Karasek, Robert, Jr 6-098
Karlin, Jack 3-039
Kassel, Myrna Bordelon 1-043
Kasten, Richard A 4-021E
Kat (Katan), Joseph 6-195
Katz, Arnold 1-042, 7-018
Kauffman, Richard V 3-014
Kaufman, Jacob 7-009

Kay, Ira Terry 6-108
Keil, E C 3-062
Kelcher, Robert E 3-007
Kesselman, Jonathan R 6-095
Khan, Mahmood A 6-038
Kim, Charles C 4-026
Kim, Sookon 4-021D
King, David T 7-015
King, Jonathan 6-171
Kirsch, Arthur W 3-057
Klausner, Samuel Z 2-066, 2-074, 4-041
Klein, Lawrence R 1-062, 7-017
Kleiner, Morris M 6-020
Knutson, Marlys A 4-021E
Kohen, Andrew I 4-021, 4-021A, 4-021B, 4-021C
Kohler, Mary Conway 2-087
Konijn, Peter 6-064
Kopstein, Felix 3-066
Koziara, Edward C 3-019
Koziara, Karen S 3-019
Krauskopf, Jack 3-031
Kriesberg, Harriet M 2-053
Kruger, Daniel H 5-012
Kushin, Frank 6-172
Kutscher, Ronald E 5-008

L

Landis, Michael W 7-022
Landis, Robin C 7-022
Landmark, Richard M 3-053
Landy, J 4-051
Laner, Stephen 1-029
Langdale, John A 6-028
Lapham, Victoria 4-021E
Laska, Shirley B 6-166
Lauffer, A 2-072
Lawler, Edward E , III 4-038, 4-048
Lawrence, Frederick T 3-020
Lawson, R B 3-020
Lecht, Leonard A 5-018
Leiberg, Leon 2-030
Leigh, Duane E 6-209
Lejeune, Robert 2-074
Lenihan, Kenneth J 2-033, 6-228
Leone, Richard D 3-019, 4-017
Lesh, Seymour 3-042
Levine, Louis L 1-025, 1-054
Levine, M 4-051
Levitan, Sar A 1-070, 2-074
Levy, Frank S 1-056D, 2-063
Levy, Frederick R 1-052
Levy, Girard W 2-035
Lewis, Graham A 2-059
Lewis, Hylan 2-084
Lichtenstein, Jules H 6-201
Liebhafsky, E E 6-004
Lightman, Ernie S 6-072
Linehan, Jean D 3-052
Lingwood, David A 1-064
Lobes, Carol 4-034
Loebman, Joseph M. 2-094
Loewenberg, J Joseph 3-019
Lombardi, John 7-008
Lorber, Fred 2-091
Lowry, Darryl W 6-169
Lucas, Robert E B 6-204

M

Mabry, John H 3-020
MacDonald, Carol 2-021
Macisco, John J., Jr. 2-040
MacRae, C Duncan 4-004, 5-015
Madden, Janice F 6-073
Madian, Alan L. 1-050, 5-005
Madsen, Robert M 2-054
Magnusson, Margaret L. 2-093, 2-093A, 2-100
Mainstone, Larry 6-087
Maklan, David M 6-031
Malhotra, Suresh 6-116
Mandell, Wallace 2-004
Manela, Roger 1-047
Mangum, Garth L. 6-012
Marcus, Phillip M. 2-070
Markowitz, Edward A 1-020, 1-022
Marks, Samuel 3-041
Marquis, Kent H 6-231
Marsh, Thomas W 1-043
Marshall, F Ray 1-070, 2-006, 2-044, 2-045, 2-048, 3-068, 4-009, 4-018, 4-023, 5-007
Marston, Stephan T 6-063
Marston, Stephen T 6-063
Martin, Doris 1-041
Maslow, Albert P 1-049
Mason, Karen Oppenheimer 4-021E
Mather, Loys L. 1-017
Matland, Marc A 5-018
Mattick, Hans W 6-226
Mattson, Robert E 3-020
Maxfield, Myles, Jr 6-180
May, W Theodore 2-092
Mayall, Donald 1-029, 1-063
McAllister, Richard F 4-034
McArthur, John H 3-012
McArthur, Virginia A 2-034
McCalley, Hazel S 1-044
McCarthy, James E. 6-191
McCulloch, Rachel 7-011
McCullough, Margaret R 4-047
McDaniel, J W 2-095
McElroy, Kathleen 6-126
McGrath, William T 3-051
McHugh, Paul 2-091
McKee, John M 2-026
McKinlay, Bruce 1-012
McLeod, Ann L. 3-057
McPartland, J M 4-021E
McPartland, Thomas S 6-203
Mednick, Martha T 6-238
Medoff, James 6-041
Meike, Charles 1-046
Mellow, Wesley S 6-136
Mendelsohn, Robert A 6-244
Mendes, Richard H P 6-183
Mericle, Kenneth S 7-020
Mericle, Kenneth S 1-020
Mestre, Henry M 3-033
Meyer, Herbert H 4-036
Meyer, Jack A 4-021D
Meyer, Judy 3-016
Milan, Michael A 2-026
Miles, Guy H 2-060, 2-090, 2-098, 2-099
Miller, Ann R. 4-006, 4-015
Miller, C D 3-062
Miller, David A 1-033, 1-053
Miller, Dean 3-062
Miller, Edward P 3-014
Miller, Glenn W 6-240
Miller, Herbert S 2-031
Miller, Herman P 4-007, 4-021E
Miller, J Gormly 6-215
Miller, Joe A 2-071
Miller, John J 6-013
Mills, D Quinn 1-020, 1-022
Mincer, Jacob 4-021E
Mink, G. 2-072
Miskimins, R W 3-062

Mitchell, John 1-063
Mitler, Robert F 2-091
Moffitt, Robert A 6-076
Moorhouse, William F 6-007
Morgenstern, Richard D 6-260
Morse, Dean W 1-014B
Morse, John Robertson 6-144
Mortensen, Dale J 7-001
Morton, Thomas F 6-241, 6-257
Moser, Collette Helen 2-109
Moses, David 1-072
Moss, William G 6-077
Mott, Frank L 6-120
Munger, Sally J 2-104
Munn, Norton R 2-005
Murta, Joseph 1-027
Murton, Thomas O 2-032
Musty, R E 3-020
Mutti, John 7-016
Myers, Charles A 1-006, 1-024

N

Nadler, David A 4-047
Nadworny, Milton J 3-020
Nafizer, D H 4-021E
Nathanson, Stanley 3-061
Neuwender, Lenore 2-091
Nestel, Gilbert 4-021, 4-021A
Neto, James M 1-032
Netting, Nancy S 6-033
Neuman, George 7-009
Nicholson, Edward A 4-021A, 4-021B
Nieva, Veronica F 6-185
Nikkel, David 4-028
Nilsen, Sigurd R 6-030
Nishimizu, Mieko 6-139
Noble, David F 6-167
Nollen, Stanley D 4-039
North, David S 4-016, 4-020
Northrop, Herbert R 3-043
Northrup, Herbert R 1-066, 3-050
Norwood, William U 3-070
Nowel, Paulette 2-041

O

O'Hair, James P 6-014
O'Neill, Dave 2-051
O'Neill, David 7-018
Odita, Florence C. V 4-021E
Oetting, Eugene R 3-062
Ogden, Bruce C 1-041
Oldham, Greg R 4-050
Olneck, Michael R 6-052
Olsen, John B 3-034
Olsen, Lawrence S 6-174
Oriel, Arthur E 2-009, 2-015
Orth, Charles D., III 2-088
Ozgediz, Selcuk 1-010
Osherson, Samuel 6-237
Osterman, Paul 6-179
Otlewski, Robert F 6-066
Otto, Luther B 6-061
Oudine, John Mark 6-186

P

Palli, Balraj 5-006
Parker, Ann 2-021
Parker, Saul 4-034
Parnes, Herbert S 4-021, 4-021A, 4-021C
Parsons, Donald O 4-021E, 6-219, 7-002
Patricelli, Robert 3-029
Pennington, Betty Chapman 2-026
Perlman, Harvey S 2-025
Perrella, Vera C 4-014
Perry, Henry B 6-196
Petersen, Gene B 2-106, 3-002
Pezzullo, Caroline 3-041
Pinkerton, James R 4-025
Plotkin, Robert 2-036
Polachek, Simon 4-021E
Polachek, Solomon William 4-021E
Pool, Ithiel de Sola 7-020
Porter, Richard D 6-219
Postle, Walter 1-013, 1-019
Preston, Ross S 7-017
Prodell, Jeanne Whitman 6-049
Proffitt, John 5-009
Prywes, Ruth W 6-182
Purdy, Kenneth 4-050
Pursell, Donald E 6-003

Q

Quinn, Robert P 4-047

R

Rahm, Michael 7-006
Rainwater, Lee 5-010
Ramirez, Bonnie 1-064
Rans, Laurel 2-029
Ratner, Jonathan R 6-015
Ratner, Ronnie Steinberg 6-035
Rayack, Elton 5-003
Reder, Melvin W 6-246
Reesman, Cilla J 3-073, 3-075
Reich, Michael 4-005
Reid, Joseph M 2-060, 2-090
Reilly, Richard R 3-060
Rein, Martin 2-074
Reinish, Harold 2-091
Reitz, Jeffrey G 6-036
Resnick, Jane 1-003
Reuter, Peter 6-131
Reynis, Lee A 7-023
Richards, John A 2-052, 2-054
Richardson, Ann 2-061, 2-075
Ridgeley, Quentin B 4-002N
Riordan, Dale P 5-015
Ripley, Randall 1-011
Rittenhoure, R. Lynn 4-023
Roberts, David 1-063
Roberts, David Ross, Harvey 1-041
Robinson, Howard F 6-006
Robinson, Richard D 7-020
Roderick, Roger D 4-021A, 4-021B, 4-021D, 6-147
Rodriguez, Emily 2-091
Roe, Daphne A 2-067, 2-078
Roen, Sheldon R 2-074
Roessner, J. David 2-075A
Rogers, Jerry G 2-026
Rogoff, M. Barbara 2-099
Roomkin, Myron 2-008
Rosen, Harvey S 6-099
Rosen, Richard J 5-018
Rosen, Sumner M 3-055
Rosenberg, Harry Michael 4-021D
Rosenberg, Samuel 6-060
Rosenfeld, Michael 1-049

Rosenfeld, Ralph 3-028
Rosenthal, Neal H 4-045
Ross, Clark G 6-113
Ross, David R 2-045
Ross, Harvey 1-071, 2-105
Ross, Sue Goetz 6-190
Rossi, Peter H 6-233
Roth, Dennis M 6-082
Roussell, Frances Cecile 6-039
Routhier, Thornton 3-073
Rovner Pieczenik, Roberta 2-020, 2-025
Rowan, Richard L 3-043, 5-013
Royster, Linda L 5-015
Rubenstein, Edwin S 5-005
Rubin, Lester 5-013
Ruffing, Lorraine Turner 6-017
Rungeling, Brian 4-023, 6-003
Russell, Wendell 3-056
Rution, Joseph A 3-020

S

Sabatacakis, Petros K 6-046
Salipante, Paul F., Jr 6-148
Sanborn, Donald D 2-107
Sandell, Steven H 4-021
Sanford, W. Lee 2-026
Santos, Richard 6-018
Saunders, David N 4-021E, 6-037
Savage, Charles M 6-151
Sawyer, James W 1-009
Scalone, John 3-054
Scanlon, William J 4-004
Schenkman, Jerome G 2-091
Schevitz, Jeffrey M 6-200
Schiller, Bradley R 1-060, 2-064, 4-037
Schmidt, Frank L 2-009A
Schneider, William J 2-098, 2-099
Schramm, Carl J 2-004
Schreiner, Dean F 4-021E
Schroeder, Larry D 7-012
Schulz, Barbara S 4-021E
Schwartz, Paul L 2-092
Schweitzer, Stuart O 4-004
Scowcroft, Mary J 2-068
Seashore, Stanley E 4-047, 6-239
Seay, Donna 3-010
Seidman, Lawrence S 1-056B, 6-050
Seldin, Joel R 2-091
Sexton, Patricia C 2-082
Shapiro, Theresa R 2-043, 4-052
Sharek, Carl 2-108
Sharp, Laure M 2-061, 2-075, 2-106
Shea, John R 4-021, 4-021B, 4-021C, 4-021D
Shearer, John C 6-008
Sheridan, John E 6-088
Shields, Patricia 4-021
Shiller, Francis E 3-030
Shimada, Haruo 6-176
Shimberg, Benjamin 5-002, 5-012
Shortlidge, Richard L., Jr 4-021D
Simmons, Judith 2-091
Singer, Jack N 6-114
Single, Eric W 6-173
Sjoquist, Lawrence 7-012
Skoler, Daniel L 2-022
Small, Theodore D 1-035
Smith, James P 6-129
Smith, Leonard 3-041
Smith, Lewis H 4-023
Smith, Noel T 2-027
Smith, Ralph E 4-004
Smith, Robert R 2-026
Smith, Sharon P 6-198
Smyth, David J 6-255
Snyder, Paula Hudis 6-051
Somers, Gerald G 1-061
Sontag, Marvin 4-055
Sorenson, Gary W 6-009
Spaeth, William C 6-119
Sparks, Tamara L 2-098, 2-099
Speight, John F 3-072
Spiegel, Hans B. C 4-044
Sprengel, Donald P 2-085, 2-096
Spring, William J 6-001
Staines, Graham L 4-047, 6-218
Stanfield, Robert E 3-020
Stein, Bruno 6-248
Steinberg, Edward 3-055
Stephen, Paula E 7-012
Stephens, David B 6-127
Stephenson, Stanley P., Jr 6-071
Stern, James L 6-230
Stern, Louis H 6-251
Stern, Robert M 7-010
Stevenson, Gelvin L 6-054
Stevenson, Mary Huff 6-053
Stiglitz, Charlotte K 6-197
Stockburger, David W 4-021E
Stohler, Gary D 6-205
Stolzenberg, Ross M 6-142
Strange, Walter G 6-089
Strauch, Patricia A 1-047
Strecker, Irmtraud 6-101
Stromsdorfer, Ernst W 3-006, 3-007, 4-021E
Stuart, Stephen D 3-009
Sturz, Herbert 3-025
Sugarman, Marged S 1-032
Sultan, Paul 2-103
Sum, Andrew M 6-134
Sung, Betty Lee 4-013
Suter, Larry E 4-012, 4-021E
Swanson, Richard M 2-037
Swanson, Steven M 2-013
Swerdloff, Sol 2-014
Szenberg, Michael 7-008

T

Tabbush, Victor 6-135
Tachibanaki, Toshiaki 6-159
Taggart, Robert, III 1-070, 6-125, 6-254
Tangri, Sandra S 6-222
Taylor, Barbara 2-024
Taylor, James C 4-051
Taylor, Thomas C 2-077
Tell, Hanan 5-005
Teher, Lester G 7-021
Temme, Lloyd V 6-091
Terry, Geraldine B 6-109
Thal-Larsen, Margaret 1-029
Thomas, Leathia S 2-081
Thompson, Allen 4-018
Thompson, David L 2-055
Thornell, Carolyn Atkinson 3-008
Thurow, Lester C 4-046, 7-020
Till, Thomas 4-018
Tobias, Richard 2-091
Toikka, Richard S 4-004
Tomey, E. Allan 2-085, 2-096
Touch, David 4-034
Travis, Sophia C 4-003
Treble, John G 6-059
Treiman, Donald J 4-021E
Tromanhauser, Edward 6-210
Tucker, Robert 3-032
Tuma, Nancy Brandon 6-175

Turkington, Keith 3-016
Tygiel, Jules 6-057

U

Ullman, Joseph C 1-031, 1-039, 6-221
Uslan, S. Stephen 2-102

V

Vachon, Nancy Cargill 3-020
Valecha, Gopal K 4-021
Vales, Pedro 2-040
Van Adams, Arvil 2-045, 4-021, 4-021A
Van Erden, James D 6-022
Vanneman, Reeve 6-245
Vanski, Jean E 4-004
Vaughn, John C 6-042
Verdon, Walter A 6-160
Vetter, Louise 4-021E
Vogel, Anita S 3-042

W

Wade, Lyndon 3-026
Walker, Gary 3-024
Walker, James L 4-023
Walker, Robert 2-076
Wallace, Robert B 6-138
Walsh, Edward J 6-117
Walsh, Jack 2-011
Walsh, John 1-021, 1-021A
Walther, Regis H 2-093, 2-093A, 2-100, 3-005, 3-013
Warner, John T 6-083
Watkins, Ted 2-086
Weiner, Neil 1-037
Weinstein, Robert 4-023
Weissert, William G 4-016
Weisskoff, Richard 6-223, 6-224
Wendel, George D 2-096
Wheaton, William L. C 2-017
White, Halbert, Jr 6-140
White, John M 3-020
White, William D 6-143
Wilber, George 2-049
Wilde, Louis L 6-019
Wilkens, Roger A 4-021C
Willauer, Edward T., Jr 6-207
Williams, J. Earl 6-002
Williams, Robert L 2-026
Wilson, Michael 1-068
Wilson, Thurlow R 2-052, 2-054
Wiseman, Michael 1-056D
Withers, Glenn A 6-152
Witherspoon, A. D 2-026
Woglom, Geoffry Richard Hyland 6-102
Wolfe, Alvin W 6-256
Wolitz, Louise Berman 6-025
Wolpin, Kenneth I 6-045
Wolven, Virginia M 1-023
Wong, Harold H 6-164
Wood, Larry F 2-026
Wool, Harold 4-019

Y

Yavitz, Boris 1-014B
Yeager, James H., Jr 6-193
Yohalem, Alice 4-002N
Yokavonus, Robert J 7-025
Youssef, Shafik 5-005

Z

Zellner, Harriet 6-026
Zeman, Harry 1-050
Zimmerman, David R 3-075, 6-157

D.—INDEX OF RESEARCH SUBJECTS

(1. Index headings printed in capitals (e.g. ABSENTEEISM) are those terms used as project and report descriptors in chapters 1–6. 2. The first digit of each reference number refers to the chapter number; the digits following the dash refer to the numerical order of the project within the chapter; and a letter following the number refers to a project subdivision. 3. Projects are indexed under geographic terms whenever their location is a meaningful factor—that is, when they were conducted in that locality or use data concerning the area. The terms do not refer to the location of the contractor or grantee.)

A

- ABSENTEEISM—See also JOB SATISFACTION
  - Employee Participation in Job Structuring 4-038
  - Summer/In-School NYC Vocational Exploration 2-102
  - White Collar Work 6-259
- Addicts—See DRUG USERS
- ADJUSTMENT—See also DISADVANTAGED
  - Adjusting to Employment Termination 6-208
  - Adjustment Costs in the Theory of Labor Demand, Productivity, and Unemployment 6-015
  - Blue Collar 4-Day Workweek 6-031
  - Bureaucratic Predisposition and Job Requirements 4-055
  - Changing Schedules of Work 4-032
  - Effects of Job and Life Stress on Job Related Strain 6-114
  - Emotional Reactions of Workers Who Lost Jobs in a Plant Closing 6-089
  - Experimental Manpower Laboratory: Social Systems Intervention 3-062
  - Factors Affecting Earnings of Workers Terminated In Plant Closure 6-230
  - Mexican Illegal Aliens in Urban Labor Markets 6-132
  - Midlife Career Change: Coping with Transitions in Employment 6-237
  - Prisoner Rehabilitation Through Behavior Modification 2-026
  - Second Career Patterns of Military Retirees 6-250
  - Vocational Adjustment of Physician Assistants 6-196
  - Weaponsmakers: Role Orientations of Scientists and Engineers 6-200
- ADMINISTRATION OF LAWS—See name of government agency or subject covered
- Adolescents—See YOUTH
- Adult Education—See BASIC EDUCATION
- ADVANCED HIGH INTENSITY TRAINING—See also HIGH INTENSITY TRAINING
- ADVANTAGED WORKERS
  - Successful Career Women 4-002Q
- AEROSPACE INDUSTRY
  - American Engineers' Perception of Technology 6-167
  - Engineers' Reemployment Assistance 2-017
- AFDC—See AID TO FAMILIES WITH DEPENDENT CHILDREN
- AFFIRMATIVE ACTION PLANS—See also EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
  - Labor Market, Inflation, and Manpower Policy 4-004
  - Manpower Conflicts and Resolutions 4-002S
  - Study of the Pittsburgh Plan 2-050
  - Successful Career Women 4-002Q
- AGE DIFFERENCES
  - Determinants of Occupational Upgrading 6-209
  - Emergence of a Service Society 4-001
  - National Longitudinal Surveys of Labor Force Behavior 4-021
  - Occupational Choice of the Blind 6-242
  - Spanish Americans in the Labor Market 2-049
  - Suburbanization and the City: The Metropolitan Labor Market 4-002M
  - Work and Income in Urban Poverty Areas 4-025
- AGE DISCRIMINATION IN EMPLOYMENT ACT—See also AGING, MATURE WORKERS, OLDER WORKERS, DISCRIMINATION
  - Private Pensions and Involuntary Retirement 4-042
- AGING—See also OLDER WORKERS, RETIREMENT, AGE DISCRIMINATION IN EMPLOYMENT ACT
  - Getting and Keeping a Job—Puerto Ricans and Blacks 4-002E
- AGRICULTURAL COMMUNITIES
  - Nonfarm Work of Farm Family Members 6-214
  - Population Decrease and Employment in Agricultural Communities 6-163
  - Upgrading in Agriculture 3-040
- AGRICULTURAL ECONOMISTS
  - Agricultural Economists' Computerized Job Matching 1-017
- Agricultural Workers—
- AHIT—See ADVANCED HIGH INTENSITY TRAINING
- AID TO FAMILIES WITH DEPENDENT CHILDREN—See also WORK INCENTIVE PROGRAM (WIN)
  - Potential of Wage Subsidies 3-023
  - Supported Employment Demonstration Project 3-038
  - Supported Employment Planning in Atlanta 3-026
  - Supported Employment Planning in Boston 3-027
  - Supported Employment Planning in Detroit 3-028
  - Supported Employment Planning in Hartford 3-029
  - Supported Employment Planning in Jersey City 3-030
  - Supported Employment Planning in New Orleans 3-032
  - Supported Employment Planning in Newark 3-031
  - Supported Employment Planning in Oakland 3-033
  - Supported Employment Planning in Ohio 3-034
  - Supported Employment Planning in Portland 3-035
  - Supported Employment Planning in San Francisco 3-036
  - Supported Employment Planning in Utah 3-037
  - Work and Welfare Patterns of Low Income Families 2-073
- Air Force—See ARMED FORCES
- ALABAMA
  - Manpower Institutional Grant (1974): Memphis State University 6-003
- ALABAMA, TUSKEGEE
  - Labor Relocation Assistance: Tuskegee Institute 6-126
- ALASKA
  - Computerized Charting for Benchmark Adjustment 1-013
  - Manpower Institutional Grant (1974): Oregon State University 6-009
  - Technological Change in Two Arctic Communities 6-186
- ALASKA, FAIRBANKS
  - Model Urban Indian Centers 2-042
- ALCOHOLICS—(Projects dealing principally with this subject appear in Chapter 2A.)
  - Pioneer Messenger Service 3-024
  - Retaining Problem Drinkers on the Job 2-004
  - Supported Employment in the Public Sector 3-025
- ALIENATION—See also WORK ATTITUDES, ATTITUDES
  - Early Career Alienation and Socioeconomic Attainment 6-061
  - Effects of Job and Life Stress on Job-Related Strain 6-114
  - Experimental Manpower Laboratory: Social Systems Intervention 3-062
  - Getting and Keeping a Job—Puerto Ricans and Blacks 4-002E
  - Measurement of Alienation Through Behavioral Rating Scales 6-137

- ALIENS—See also IMMIGRANTS, LABOR CERTIFICATION PROGRAM
  - Citrus Labor Market Demonstration Project 4-009
  - Immigrants and the American Labor Market 4-016
  - Immigrants in the Labor Force 4-020
  - Mexican Illegal Aliens in Urban Labor Markets 6-132
- Allowances For Training—See TRAINING ALLOWANCES
- Alumni—See COLLEGE GRADUATES
- American Indians—See INDIANS
- AMERICAN SAMOA
  - Manpower Institutional Grant (1974): San Francisco State University 6-011
- AOP—See APPRENTICESHIP OUTREACH PROGRAMS
- APPAREL INDUSTRY
  - Upgrading Blue-Collar and Service Workers 4-002O
- Applicants—See JOB APPLICANTS
- Apprentice Dropouts—See APPRENTICESHIP RETENTION
- APPRENTICESHIP—(Projects dealing principally with this subject appear in Chapter 2B.)
  - Affirmative Action Plans in Construction 5-013
  - American Reactions to Foreign Apprenticeship Practices 2-008
  - Chicago Youth Development Project 6-226
  - Conference on Apprenticeship 2-012
  - Dual Enrollment Training for Operating Engineers 2-007
  - Federal Apprenticeship Programs 2-014
  - Intrafirm Mobility Among Apprentice-Trained Craft Workers 6-111
  - OJT for Precision Machinist Apprentices 2-005
  - Performance Based Apprentice Training 2-009
  - Pilot Study of the Apprenticeship System 2-011
  - Proficiency Test for Technical Occupations 2-009A
  - Related Instruction in Apprenticeship 2-013
  - Technical Training Workshops in Apprenticeship 2-015
  - Training and Entry into Union Construction People, Jobs, Income 2-006
  - Women in Wisconsin Apprenticeship 2-016
- APPRENTICESHIP OUTREACH PROGRAMS
  - Retention and Apprenticeship Outreach Programs 2-010
  - Southern Black Construction Craftsmen 2-043
- APPRENTICESHIP RETENTION
  - Retention and Apprenticeship Outreach Programs 2-010
  - Women in Wisconsin Apprenticeship 2-016
- Aptitude Tests—See TESTING
- ARBITRATION
  - Work and Values 4-002I
- AREA PLANNING
  - Decisionmaking Matrix and Resource Allocation Model 1-003
- ARIZONA
  - Computerized Charting for Benchmark Adjustment 1-013
  - Development of a Regional Computer Based Management Information System 1-019
  - Manpower Institutional Grant (1974): San Francisco State University 6-011
- ARKANSAS
  - Manpower Institutional Grant (1974): University of Houston 6-002
- ARMED FORCES
  - Desegregation and Career Goals 4-002N
  - Economics of Canadian Military Manpower Supply 6-072
  - Facilitating Employment of Disabled Veterans 2-052
  - Military Labor Markets 6-152
  - Second Career Patterns of Military Retirees 6-250
- ASPIRATIONS—See also EDUCATIONAL ASPIRATIONS, CAREER CHOICE
  - Career Goals of Black College Women 6-238
  - Effects of Job and Life Stress on Job Related Strain 6-114
  - Future Orientation and Expectations as Success Predictors 6-093
  - Job Training, Personality, and Labor Market Conditions 6-231
  - Occupational Choice of the Blind 6-242
  - Quality of Work Bibliography 4-051
- ASPIRATIONS ATTITUDES
  - Vocational Adjustment of Physician Assistants 6-196
- Assessment—See ASSESSMENT AND EVALUATION
- ASSESSMENT AND EVALUATION—See also particular aspects of this subject
  - Alternatives to Incarceration 2-023
  - An Economic Evaluation of Vocational Rehabilitation in Louisiana 6-069
  - Assessment Measures for Youth Enrollees 3-060
  - Decisionmaking Matrix and Resource Allocation Model 1-003
  - Effectiveness of Graham Associates Demonstration Project 2-100
  - Effects of Enrollment in Manpower Programs 1-061
  - Evaluation Methodology for Employer Services Program 1-045
  - Evaluation of a Computerized Job-Matching System 3-061
  - Evaluation of NAB-JOBS for Disadvantaged 6-086
  - Experimental Design of Net Benefit Analysis of the Employment Service 1-042
  - Experimental Job Trials 3-063
  - Experimental Manpower Laboratory: Disadvantaged Youth 2-091
  - Experimental Manpower Laboratory: Social Systems Intervention 3-062
  - Introduction of CETA in Eastern Massachusetts 1-006
  - Model Assessment and Classification System in Corrections 2-023
  - Model NYC Programs for Rural Youth 2-090
  - Portland Concentrated Employment Program 6-130
  - Public Employment Programs in Wisconsin 6-157
  - Shared Decisionmaking in Prison Management 2-032
  - Sheltered Workshops and Handicapped Clients Survey 3-039
  - Supervisor-Subordinate Role: A Determinant of Evaluation and Rewards 6-105
  - Transition to CETA in Ohio 1-011
  - Validation of Work Sample Battery 3-066
- ASSESSMENT OF APPLICANTS AND TRAINEES—See also ASSESSMENT AND EVALUATION
  - Assessment Measures for Youth Enrollees 3-060
  - Effects of Enrollment in Manpower Programs 1-061
  - Evaluation of a Computerized Job-Matching System 3-061
  - Experimental Manpower Laboratory: Social Systems Intervention 3-062
  - Impact of BOCT on Manpower Agencies 3-001
  - Methods of Assessing the Disadvantaged 3-058
  - Model Assessment and Classification System in Corrections 2-023
  - Predicting Job or Training Tenure 3-065
  - South Carolina's Industry Start-Up Training Program 3-068
  - Systems Approach to Taxonomy of Disadvantagement 3-067
  - Training Impact on Minorities and Women 1-066
  - Use of Biographical Information System in WIN and Food Stamp Programs 3-059
- Assessment of Trainees—See ASSESSMENT OF APPLICANTS AND TRAINEES
- Assets—See INCOME
- ASSIMILATION—See also MIGRATION, ADJUSTMENT
  - Black and Ethnic Employment Patterns and Economic Performance 6-201
  - Economic Assimilation of Mexican Americans in Michigan 6-146
  - Mexican Illegal Aliens in Urban Labor Markets 6-132
- ASSISTANCE TO EMPLOYERS—See also EMPLOYER SERVICES
  - Attitudes Regarding the Public Employment Service 1-053
- Associate of Science Degree—See UNIVERSITIES AND COLLEGES
- ATTAINMENT—See also CAREER PATTERNS, EDUCATIONAL ATTAINMENT
  - Characteristics of Career and Homemaking Oriented Women 6-244
  - Educational Attainment and Adult Status of Brothers 6-052
  - Work Attitudes and Occupational Experience of Young Men 4-053
- ATTITUDES—See also WORK ATTITUDES, MOTIVATION
  - Attitudes Regarding the Public Employment Service 1-053
  - Birth Expectations and Work Experience 4-012
  - Characteristics of Career and Homemaking Oriented Women 6-244
  - Comparison of Probation Officers and Volunteers 6-040
  - Counselor Ethnic Match Relevance to Trainee Behavior 6-170
  - Determinants of Economic Success 5-010
  - Dual Careers 4-021D
  - Economic/Psychological Analysis of Teacher Mobility 6-066
  - EDT: Assessment of Philadelphia's CEP Experience 1-040
  - Effect of Employment on Self-Image 6-075
  - Effects of Enrollment in Manpower Programs 1-061

- Effects of Technology on Organizational Structure 6-079
- Employer Attitudes Toward Ex Offenders 6-210
- Engineers and Scientists in California 6-068
- Evaluation of NAB-JOBS for Disadvantaged 6-086
- Evaluation of 1972 Summer Intern Program 2-093A
- Experimental Manpower Laboratory: Social Systems Intervention 3-062
- Factors Affecting Earnings of Workers Terminated In Plant Closure 6-230
- Four Day Workweek in Hospitals 6-097
- In School Employment Project for Young Black Teenage Girls 2-039
- Job Stigma and Self Esteem 6-117
- Labor Force Mobility of Females 6-023
- Measurement of Alienation Through Behavioral Rating Scales 6-137
- Multiproject Demonstration of Manpower Development 1-007
- National Longitudinal Surveys of Labor Force Behavior 4-021
- Noneconomic Impacts of Job Corps 2-101
- Pilot Manpower Training Advisory Service for Employers 4-040
- Pre Retirement Years 4-021A
- Psychological Influences on White Collar Pay 6-247
- Public Employment Service — Employee Perceptions of Management Practices 1-055
- Public Service Employment and Upgrading Project in Vermont 3-020
- Weaponsmakers: Role Orientations of Scientists and Engineers 6-200
- Work and Lifestyle Organization 6-203
- Work Attitudes and Occupational Experience of Young Men 4-053

AUDIOTAPES
- Facilitating the Adoption of New Procedures 1-005
- Staff Training for Basic Education 3-010
- Vocational Guidance in High School 3-016

AUTOMATION—See also MECHANIZATION
- Labor Force Occupations and Technological Change 6-187

Automotive Industry—See TRANSPORTATION EQUIPMENT INDUSTRY

AUTOMOTIVE MECHANICS
- Manufacturers' Assistance in Customer Manpower Training 6-135
- New Skill Content Translation into Vocational Education Curricula 3-009

Average Hourly Earnings—See WAGES

B

BANKING INDUSTRY
- Female Ex-Offenders in Banking Industry 2-024
- White Collar Work 6-259

Bargaining—See COLLECTIVE BARGAINING

BARRIOS—See SPANISH SPEAKING AMERICANS, PUERTO RICANS
- Mexican Illegal Aliens in Urban Labor Markets 6-132

BASIC EDUCATION
- Basic Education Services in Manpower Training Programs 3-002
- Developing a Model for Youth Education 3-005
- Effectiveness of Graham Associates Demonstration Project 2-100
- Evaluation of NAB-JOBS for Disadvantaged 6-086
- Planning for Human Resource Development 1-059
- Prisoner Rehabilitation Through Behavior Modification 2-026
- Staff Training for Basic Education 3-010
- Task Modules for Validation of BOLT 3-004
- Training for Upgrading During Layoff 3-051
- Upgrade Training in the Canning Industry 3-054
- Upgrading in Private Industry 3-045

BASIC OCCUPATIONAL LANGUAGE TRAINING (BOLT)
- Impact of BOLT on Manpower Agencies 3-001

BEHAVIOR MODIFICATION—See also CORRECTIONS
- Effect of Employment on Self Image 6-075
- Experimental Manpower Laboratory: Disadvantaged Youth 2-091
- Prisoner Rehabilitation Through Behavior Modification 2-026

BEHAVIOR SCALES
- Measurement of Alienation Through Behavioral Rating Scales 6-137

BIB—See BIOGRAPHICAL INFORMATION BLANK (BIB)

BIBLIOGRAPHIES
- Clearinghouse on Productivity and Quality of Working Life 1-016
- Quality of Work Bibliography 4-051
- Retaining Problem Drinkers on the Job 2-004
- Rural Manpower Policy Research Group 2-109
- Services for Workers at the Workplace 4-041

BIOGRAPHICAL INFORMATION BLANK (BIB)
- Predicting Job or Training Tenure 3-065

Birth Rate—See FERTILITY

Bituminous Coal Mining—See MINING

Black Colleges—See UNIVERSITIES AND COLLEGES

BLACK COMMUNITIES
- Ghetto Economic Corporations 6-181
- Investment Priorities in Urban Black Communities 6-055

BLACK LUNG BENEFITS ACT (1972)—See also MINING
- Coal Miners Under Black Lung Law 5-006

Black Owned Business—See MINORITY BUSINESS ENTERPRISE

BLACK/WHITE—See also RACE, RACIAL DISCRIMINATION
- Black and Ethnic Employment Patterns and Economic Performance 6-201
- Black/White Teenage Occupational Employment Determinants 6-054
- Career Thresholds 4-021C
- Desegregation and Career Goals 4-002N
- Discrimination in Training Programs 1-060
- Dual Careers 4-021D
- Economic Status of Asians and Blacks in California 6-164
- Fertility and Labor Participation of Married Women 6-253
- In School NYC Influence on Earnings Capacity 6-112
- Interstate Labor Force Migration 6-020
- Job Placement Services in Colleges 2-038
- Labor Market, Inflation, and Manpower Policy 4-004
- Male Youth Job Search: A Biracial Analysis 6-071
- National Longitudinal Surveys Clearinghouse 4-021E
- National Longitudinal Surveys of Labor Force Behavior 4-021
- Needs of Rural Youth in Southeast 2-099
- Negro Occupational Status and Education 4-022
- Occupational Choice of the Blind 6-242
- Pre Retirement Years 4-021A
- Problem of Teenage Unemployment 6-155
- Rates of Return to Educational Investment 6-160
- Turnover, Unemployment, and the Dual Labor Market 6-235
- Why Do Blacks and Women Have High Unemployment Rates? 6-260
- Years for Decision 4-021B

BLACKS—See also MINORITIES
- Affirmative Action Plans in Construction 5-013
- Black Male Professionals in Industry 4-052
- Capability of Black Colleges to Meet Community Needs 1-051
- Career Goals of Black College Women 6-238
- Day Care—NYC Youth Helper Program 2-087
- Discrimination in Training Programs 1-060
- Emigration of Southern Blacks 6-070
- Employment Program for Minority Girls 2-084
- Federal Civil Rights Legislation and Economic Positions of Minorities 6-080
- Geographical Immobility and Low Income Area Unemployment 6-082
- Getting and Keeping a Job—Puerto Ricans and Blacks 4-002E
- In School Employment Project for Young Black Teenage Girls 2-039
- In School NYC for Young Girls 2-092
- Investment Priorities in Urban Black Communities 6-055
- Law and the Development of Citizenship 6-128
- Manpower Institutional Grant (1974): North Carolina A&T State University 6-006
- Minority Women in White Collar Jobs 2-046
- Motivation of the Black Worker 6-239
- Multiproject Demonstration of Manpower Development 1-007
- National Longitudinal Surveys Clearinghouse 4-021E
- Negro Employment in Southern Construction Industry 2-044
- Negro Employment in the South 2-045
- Negro Occupational Status and Education 4-022

Occupational Choice of the Blind 6-242
Occupational Differences in Wage Discrimination Against Black Men 6-142
Proficiency Test for Technical Occupations 2-009A
Rural Labor Markets 4-023
Social Inequality and Labor Force Participation 6-171
Southern Black Construction Craftsmen 2-043
Suburbanization and the City: The Metropolitan Labor Market 4-002M
Training Effects on Negro Occupational Aspirations 6-081
Urban Renewal Impact on Black Business 6-024
Blind—See HANDICAPPED
BLUE COLLAR WORKERS
Blue Collar 4 Day Workweek 6-031
Casual Labor in Temporary Help Jobs 4-026
Evaluation of NAB JOBS for Disadvantaged 6-086
Human Resources in the U.S. and Japan 6-176
Longitudinal Analysis of Occupational Mobility 4-006
Upgrading Blue Collar and Service Workers 4-002O
BOLT—See BASIC OCCUPATIONAL LANGUAGE TRAINING (BOLT)
BONDING ASSISTANCE
Bonding Assistance Study 2-019
Prisoner Rehabilitation Through Behavior Modification 2-026
BOOKKEEPING—See also CLERICAL WORK
New Skill Content Translation into Vocational Education Curricula 3-009
Border Crossers—See ALIENS
Bracero Labor—See FARMWORKERS
British—See GREAT BRITAIN
Building Industry—See CONSTRUCTION INDUSTRY
BUREACRACY
Organizational Climates and Human Relations 6-028
BUREAUCRACY
Bureaucratic Competition and Intergovernmental Relations 6-100
Bureaucratic Predisposition and Job Requirements 4-055
Clearinghouse on Productivity and Quality of Working Life 1-016
BUSINESS CYCLE—See also UNEMPLOYMENT
Relationship Between Regional and Overall Employment 6-252

C

CALIFORNIA
A Study of Swapping 6-205
Computerized Charting for Benchmark Adjustment 1-013
Development of a Regional Computer-Based Management Information System 1-019
Economic Status of Asians and Blacks in California 6-164
Engineers and Scientists in California 6-068
Manpower Institutional Grant (1974): San Francisco State University 6-011
Nonfarm Employment Problems of Farm Laborers 2-103
Transitional Employment Experimental Model 3-021
Upgrade Training in Canning Industry During Layoff Periods 3-048
Upgrade Training in the Canning Industry 3-054
CALIFORNIA PSYCHOLOGICAL INVENTORY (CPI)
Employability Among the Visually Impaired 6-154
CALIFORNIA STATE PERSONNEL BOARD
Transitional Employment Experimental Model 3-021
CALIFORNIA, ALAMEDA COUNTY
Supported Employment Planning in Oakland 3-033
CALIFORNIA, LOS ANGELES
Manpower Utilization in Local Government 4-002L
Metropolitan Labor Market 4-002K
Model Urban Indian Centers 2-042
Streetcorner Shapeup Jobholders 4-008
CALIFORNIA, OAKLAND
Demand and Supply Considerations of Expanded Public Employment Program 1-056E, 1-056D
Public Service Employment vs. the Private Sector 1-056C
Supported Employment Planning in Oakland 3-033
CALIFORNIA, SAN FRANCISCO
Demand and Supply Considerations of Expanded Public Employment Program 1-056E, 1-056D
Newspaper Ads and Employment Service Job Orders 1-021A
Newspaper Advertisements as Labor Market Indicators 1-021
Planning for Human Resource Development 1-059
Public Service Employment vs. the Private Sector 1-056C
Supported Employment Planning in San Francisco 3-036
The Development of the Labor Force in San Francisco, 1870-1910 6-057
CALIFORNIA, SAN FRANCISCO BAY AREA
Housing Discrimination Effect on Negro's Commuting 6-077
Job Offer Response and Labor Market Conditions 6-246
CALIFORNIA, SAN JOAQUIN VALLEY
Effects of Technology on Organizational Structure 6-079
CALIFORNIA, SAN JOSE
Drug Abuse Prevention in Youth Resident Centers 2-003
CAMPS—See COOPERATIVE AREA MANPOWER PLANNING SYSTEM (CAMPS)
CANADA
Adjustment to Freer Trade 6-016
Bridges to Work for Young People 4-002B
Economics of Canadian Military Manpower Supply 6-072
Preparation for Work 4-002R
Youth Labor Market: International Variations 4-002P
CANNING INDUSTRY
Upgrade Training in Canning Industry During Layoff Periods 3-048
Upgrade Training in the Canning Industry 3-054
Career Aspirations—See CAREER GOALS
Career Attainments—See CAREER PATTERNS
CAREER CHOICE—See also OCCUPATIONAL CHOICE, COUNSELING AND GUIDANCE
Career Development 4-007
Career Information System 1-012
Career Progression Systems 3-041
Career Thresholds 4-021C
College Men's Choice of Science Careers 6-036
Contribution of Social Resources in the Labor Force 6-042
Dual Worker Married Couples 6-218
Improving Entry of Minority Women into Professional and Managerial Jobs 2-041
Increasing Minority Women's Employment in Houston 2-047
Occupational Choice of the Blind 6-242
Years for Decision 4-021B
Career Development—See UPGRADING
CAREER EXPLORATION—See also VOCATIONAL GUIDANCE
Contribution of Social Resources in the Labor Force 6-042
Model Health Care Career Program 2-088
Operations Research to Monitor VEPS In School NYC Enrollees 2-096
Summer/In School NYC Vocational Exploration 2-102
Work Experience and Career Exploration Program 3-007
CAREER GOALS—See also MOTIVATION
Adolescent Social System Impact on Occupational Achievement 6-091
Bridges to Work for Young People 4-002B
Career Goals of Black College Women 6-238
Career Progression Systems 3-041
Contribution of Social Resources in the Labor Force 6-042
Desegregation and Career Goals 4-002N
Increasing Minority Women's Employment in Atlanta 2-048
Job Placement Services in Colleges 2-038
Role Models, Occupational Knowledge: Adolescent Socialization 6-166
Successful Career Women 4-002Q
Training Effects on Negro Occupational Aspirations 6-081
Vocational Adjustment of Physician Assistants 6-196
Women's Postgraduate Employment 6-222
Years for Decision 4-021B
Career Information—See VOCATIONAL GUIDANCE
CAREER INFORMATION SYSTEM
Career Information System 1-012
Career Ladder—See UPGRADING
Career Mobility—See UPGRADING
CAREER PATTERNS—See also UPGRADING
Career Development 4-007

Career Progression Systems 3-041
Characteristics of Career and Homemaking Oriented Women 6-244
Clearinghouse on Productivity and Quality of Working Life 1-016
Contribution of Social Resources in the Labor Force 6-042
Early Career Alienation and Socioeconomic Attainment 6-061
Employment of Recent College Graduates 4-014
Labor Market Behavior of Male Youth 6-118
Labor Market, Inflation, and Manpower Policy 4-004
Longitudinal Analysis of Occupational Mobility 4-006
Manpower Planning in the Steel Industry 4-002D
National Longitudinal Surveys Clearinghouse 4-021E
Pre-Retirement Years 4-021A
Second Career Patterns of Military Retirees 6-250
Successful Career Women 4-002Q
Upgrading in the Food Service Industry 3-044
Women and the American Occupational Structure 6-261
Women's Postgraduate Employment 6-222
Work Attitudes and Labor Market Experience 4-054
Years for Decision 4-021B
Career Progression Systems—See UPGRADING
CARPENTERS
New Skill Content Translation into Vocational Education Curricula 3-009
Southern Black Construction Craftsmen 2-043
CASUAL LABORERS—See also PART-TIME EMPLOYMENT
Casual Labor in Temporary Help Jobs 4-026
Streetcorner Shapeup Jobholders 4-008
CATEGORICAL MANPOWER PROGRAMS—See also name of particular program
Multiproject Demonstration of Manpower Development 1-007
CEC—See COMMUNITY ELITE CORPS
Central City—See INNER CITY RESIDENTS
CEP—See CONCENTRATED EMPLOYMENT PROGRAM
CETA—See COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (CETA)
CETA SERVICES AND PLANNING
Improve Linkage Through Regional Staffs 1-067
Manpower Institutional Grant (1974): Boston University 6-001
Manpower Institutional Grant (1974): Memphis State University 6-003
Manpower Institutional Grant (1974): North Carolina A&T State University 6-006
Manpower Institutional Grant (1974): Oakland University 6-007
Manpower Institutional Grant (1974): Oklahoma State University 6-008
Manpower Institutional Grant (1974): Oregon State University 6-009
Manpower Institutional Grant (1974): Pan American University 6-010
Manpower Institutional Grant (1974): San Francisco State University 6-011
Manpower Institutional Grant (1974): SUNY (Buffalo) 6-005
Manpower Institutional Grant (1974): University of Houston 6-002
Manpower Institutional Grant (1974): University of Missouri—Columbia 6-004
Manpower Institutional Grant (1974): University of Utah 6-012
Manpower Institutional Grant (1974): West Virginia University 6-013
CHEF/COOK
New Skill Content Translation into Vocational Education Curricula 3-009
CHICANOS—See also SPANISH-SPEAKING AMERICANS
An Analysis of Earnings Among Persons of Spanish Origin in the Midwest 6-018
Wage Labor and Urban Chicano Adaptation 6-199
Child Care—See CHILD DAY CARE
CHILD DAY CARE—See also CETA SERVICES AND PLANNING
Alternative Qualifications and Credentials for Upgrading Paraprofessionals 3-042
Day Care Center for Department of Labor Employees 2-076
Day Care—NYC Youth Helper Program 2-087
Dual Careers 4-021D
Employer Sponsored Child Day Care 2-077
Flexible Work Schedules for Welfare Participants 2-069
Labor Force Mobility of Females 6-023
Services for Workers at the Workplace 4-041
CHILDREN—See also CHILD DAY CARE; FAMILIES
Employment of Married Women With Children 6-122
CHINESE AMERICANS
Economic Status of Asians and Blacks in California 6-164
Employment Characteristics of Chinese Americans 4-013
Upgrade Training in Canning Industry During Layoff Periods 3-048
Upgrade Training in the Canning Industry 3-054
CHRONICALLY UNEMPLOYED
Migration Bias in Labor Force Participation Rates 6-169
Supported Employment Demonstration Project 3-038
Supported Employment Planning in Atlanta 3-026
Supported Employment Planning in Boston 3-027
Supported Employment Planning in Detroit 3-028
Supported Employment Planning in Hartford 3-029
Supported Employment Planning in Jersey City 3-030
Supported Employment Planning in New Orleans 3-032
Supported Employment Planning in Newark 3-031
Supported Employment Planning in Oakland 3-033
Supported Employment Planning in Ohio 3-034
Supported Employment Planning in Portland 3-035
Supported Employment Planning in San Francisco 3-036
Supported Employment Planning in Utah 3-037
Technological Change in Two Arctic Communities 6-186
Weaponsmakers: Role Orientations of Scientists and Engineers 6-200
CIS—See CAREER INFORMATION SYSTEM
CIVIL RIGHTS ACT (1964)
Federal Civil Rights Legislation and Economic Positions of Minorities 6-080
Impact of Laws Prohibiting Sex Discrimination 6-096
NOW: The Formative Years 6-141
Trucking Industry Training 2-107
Civil Service Examinations—See TESTING
CIVIL SERVICE SYSTEM—See also GOVERNMENT WORK; FEDERAL GOVERNMENT, STATE AND LOCAL GOVERNMENTS
Demand and Supply Considerations of Expanded Public Employment Program 1-056D, 1-056E
Employment of Handicapped in State Civil Service 4-034
Evaluation of Tutoring for Firefighter Examination 3-008
Federal Employment Programs to Raise Low Earnings 1-056B
Labor Market for Policemen 6-025
Occupational Mobility Among Unionized Civil Service Employees 6-144
Public Service Employment vs. the Private Sector 1-056C
Texas Migrant Demonstration Project 3-074
Transitional Employment Experimental Model 3-021
Classified Help-Wanted Ads—See NEWSPAPER ADVERTISEMENTS
CLERICAL WORK—See also SECRETARIAL OCCUPATIONS
New Skill Content Translation into Vocational Education Curricula 3-009
CLEVELAND, OHIO
Occupational Adjustments of Recent In-Migrants 2-106
Clinical Laboratory Occupations—See HEALTH MANPOWER
COACHING—See also JOB OPPORTUNITIES IN THE BUSINESS SECTOR (JOBS)
Experimental Manpower Laboratory: Social Systems Intervention 3-062
Program for Information on Manpower Services 1-047
Public Service Employment and Upgrading Project in Vermont 3-020
Coal Mining—See MINING
COLLECTIVE BARGAINING—See also UNION MANPOWER PRACTICES, UNIONS
Effect of Collective Bargaining on Low-Wage Employment 4-024
Labor in Nonprofit Industries and Government 4-010
Labor Market and Private Retirement Systems 6-125
Labor Union Response to Federal Manpower Policy 6-127
Manpower Conflicts and Resolutions 4-002S
Manpower Utilization in Local Government 4-002L
Retaining Problem Drinkers on the Job 2-004
Supplemental Uses of the Workplace 4-044

D.—Index of Research Subjects

- Industry Training 2-107
- Impact on PEP 3-019
- and Labor Market Segmentation 6-194

EGE ADAPTER PROGRAM
- College Adapter Program 3-003

ollege Aspirations—See EDUCATIONAL ASPIRATIONS

COLLEGE GRADUATES
- Career Development 4-007
- Career Patterns of 2 Year College Graduates 6-032
- Employment of Recent College Graduates 4-014
- Job Placement Services in Colleges 2-038
- National Longitudinal Surveys Clearinghouse 4-021E
- Social Work Education and the WIN Program 2-070
- Women's Postgraduate Employment 6-222
- Work Expectations of Youth 4-056

COLLEGE PREPARATION
- Careers of Upward Bound Alumni 6-033

Colleges—See UNIVERSITIES AND COLLEGES

COLORADO
- Manpower Institutional Grant (1974): University of Utah 6-012

COLORADO, BOULDER
- On Line Use of Job Information in Local ES Office 1-030

COLORADO, DENVER
- Career Ladders for Lodging Industry Housekeepers 3-053
- Labor Market Information System Design and Use 1-028

Commitment to Work—See WORK ATTITUDES

Community Colleges—See UNIVERSITIES AND COLLEGES

COMMUNITY ELITE CORPS
- Community Elite Corps 2-086

COMMUTING
- Cooperative Manpower Planning for Nonmetropolitan Populations 1-002
- Employment Decentralization and Minority Labor Supply 6-076
- Geographical Immobility and Low-Income Area Unemployment 6-082
- Housing Discrimination Effect on Negro's Commuting 6-077
- Manpower Impacts of a Credit Economy 4-002U
- Public Service Employment and Upgrading Project in Vermont 3-020
- Unemployment and Commuting Within Geographical Areas 6-251

Compensation Per Man/Hour—See WAGES

COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (CETA)—(Projects dealing principally with CETA agency planning appear in chapter 1A.)
- Conference on the Public Employment Service 1-036
- Cooperative Manpower Planning for Nonmetropolitan Populations 1-002
- Decisionmaking Matrix and Resource Allocation Model 1-003
- Facilitating the Adoption of New Procedures 1-005
- Impediments to Alliance of WIN/CETA 1-008
- Utilization of R&D Findings 1-071A

COMPREHENSIVE MANPOWER PLANNING
- Cooperative Manpower Planning for Nonmetropolitan Populations 1-002
- Employment Generated by New Government Contracts 5-018
- Multiproject Demonstration of Manpower Development 1-007

COMPUTER SYSTEMS
- Agricultural Economists' Computerized Job Matching 1-017
- Computerized Charting for Benchmark Adjustment 1-013
- Computerized Construction LMI and Job Dispatching 1-020
- Computerized Interarea Job Clearance System 1-027
- Evaluation of a Computerized Job Matching System 3-061
- Feasibility of Computerized Manpower System for Construction Industry 1-022
- Job Bank: A Case Study 1-031
- Labor Market Information System Design and Use 1-028
- Labor Market: An Information System 1-014B
- Manpower R&D Storage and Retrieval System 1-072
- On Line Use of Job Information in Local ES Office 1-030

Computerized Job Matching—See JOB MATCHING

CONCENTRATED EMPLOYMENT PROGRAM
- Counselor Ethnic Match Relevance to Trainee Behavior 6-170
- EDT: Assessment of Philadelphia's CEP Experience 1-040
- Manpower Training Programs for Women 6-134
- Mississippi STAR Labor Mobility Project 3-072
- Portland Concentrated Employment Program 6-130

CONFERENCES
- Conference on Apprenticeship 2-012
- Conference on the Public Employment Service 1-036
- Cooperative Planning to Improve Occupational Regulation 5-002
- Educational Consumer Protection 5-009
- Experimental Manpower Laboratory: Disadvantaged Youth 2-091
- Labor in Nonprofit Industries and Government 4-010
- Manpower Research and Formation of Policy 1-070
- New Manpower Researchers Conference 6-254
- Rural Manpower Policy Research Group 2-109
- The Future of the Metropolis 1-065
- WIN Research Findings Utilization Project 2-072
- Workshop on Research Needed on Women's Employment Situation 2-083

CONNECTICUT
- Economic Analysis of Occupational Licensure 5-003
- Manpower Institutional Grant (1974): Boston University 6-001

CONNECTICUT, BRIDGEPORT
- Decisionmaking Matrix and Resource Allocation Model 1-003

CONNECTICUT, HARTFORD
- An Analysis of the Pilot CMP 1-001
- Supported Employment Planning in Hartford 3-029

CONSORTIA—See also LABOR-MANAGEMENT CONSORTIA
- Experimental Manpower Laboratory: Disadvantaged Youth 2-091

CONSTRUCTION INDUSTRY
- Affirmative Action Plans in Construction 5-013
- Computerized Construction LMI and Job Dispatching 1-020
- Feasibility of Computerized Manpower System for Construction Industry 1-022
- Journeyman Upgrading Programs in Construction 3-046
- Manpower Utilization in the Homebuilding Industry 6-216
- Negro Employment in Southern Construction Industry 2-044
- Negro Employment in the South 2-045
- New Skill Content Translation into Vocational Education Curricula 3-00[illegible]
- Occupational Licensing and Public Policy 5-012
- Southern Black Construction Craftsmen 2-043
- Study of the Pittsburgh Plan 2-050
- Training and Entry into Union Construction People, Jobs, Income 2-006
- Unionized Contract Construction Wage Changes 6-113
- Upgrading Blue Collar and Service Workers 4-002O

Consumer Price Index—See PRICES

CONSUMPTION
- Assets, Labor Supply, Consumption Over the Life Cycle 6-029
- Budgets, Earnings, and Work of Married Women 6-258
- Educational Consumer Protection 5-009
- Sociological Aspects of Debt Entanglement 6-173

Contractors In Construction—See CONSTRUCTION INDUSTRY

COOPERATIVE AREA MANPOWER PLANNING SYSTEM (CAMPS)
- An Analysis of the Pilot CMP 1-001
- Multiproject Demonstration of Manpower Development 1-007

Cooperative Vocational Education—See VOCATIONAL EDUCATION

COOPERATIVES
- Economic Development in a Navaho Community 6-017
- Supplemental Uses of the Workplace 4-044

CORPORATIONS
- Changes in U.S. Market Share 7-003
- Employment Effects of Foreign Investment and Trade 7-020
- Employment Impact of Multinational Corporations 5-005
- Ghetto Economic Corporations 6-181
- Impact of Foreign Trade and Investment on Labor 7-011
- International Transfer of Industrial Technology 7-014
- Labor Market, Inflation, and Manpower Policy 4-004
- Manpower Planning in the Steel Industry 4-002D

CORRECTIONS—(Projects dealing principally with this subject appear in Chapter 2D.)
- Income Maintenance for Ex-Offenders with Related Analysis, Coordination, and Inf 2-022
- Alternatives to Incarceration 2-021
- Bonding Assistance Study 2-019
- Chicago Youth Development Project 6-226
- Collection and Dissemination of Data on Problems of Female Offenders 2-036A

Comparison of Probation Officers and Volunteers 6-040
Correctional Manpower Effort Assessment 2-020
Crime, Punishment, and the Labor Process 6-133
Effectiveness of Graham Associates Demonstration Project 2-100
Employer Attitudes Toward Ex-Offenders 6-210
Expansion of Pretrial Intervention Programs 2-025
Experimental Research and Income Maintenance Project for Ex-Offenders 2-028, 2-027
Female Ex-Offenders in Banking Industry 2-024
Financial Resources of Released Prisoners 6-228
Income Maintenance for Ex-Offenders 2-033
Job Satisfaction and Parolee Recidivism 1-056A
Metropolitan Labor Market: New York 1-014A
Model Assessment and Classification System in Corrections 2-023
Model Female Offender Program 2-029
New Education Programing in Manpower Training Projects 2-094
Offender Employment Restrictions 2-036
Paroling Authorities and Inmate Training 2-030
Pioneer Messenger Service 3-024
Prisoner Rehabilitation Through Behavior Modification 2-026
Relationship between Employment, Unemployment, and Migration 4-015
Role of Prison Industries 2-031
Shared Decisionmaking in Prison Management 2-032
Supported Employment Demonstration Project 3-038
Supported Employment in the Public Sector 3-025
Supported Employment Planning in Atlanta 3-026
Supported Employment Planning in Boston 3-027
Supported Employment Planning in Detroit 3-028
Supported Employment Planning in Hartford 3-029
Supported Employment Planning in Jersey City 3-030
Supported Employment Planning in New Orleans 3-032
Supported Employment Planning in Newark 3-031
Supported Employment Planning in Oakland 3-033
Supported Employment Planning in Ohio 3-034
Supported Employment Planning in Portland 3-035
Supported Employment Planning in San Francisco 3-036
Supported Employment Planning in Utah 3-037
Vocational Training Survey in Correctional Institutions 2-035
Women Offenders Projects 2-034
Work Release Laws, Policies and Operations 2-037
COST EFFECTIVENESS—See also ASSESSMENT AND EVALUATION
Better Budgeting for Human Resource Programs 1-014C
Dayton Ohio Cooperative Vocational Education Program 3-006
Development of an Opportunity Program Manpower Information System 1-018
Experimental Design of Net Benefit Analysis of the Employment Service 1-042
Foundations of a Labor Market Information System 1-014
Investment Priorities in Urban Black Communities 6-055
Large City Budgeting for Human Resources Expenditures 4-002T
Localized Job Search Information System 1-032
Manpower Planning in the Steel Industry 4-002D
Optimal Timing of Training Subsidies 6-243
Pilot Manpower Training Advisory Service for Employers 4-040
Rates of Return to Educational Investment 6-160
Retaining Problem Drinkers on the Job 2-004
Training Incentive Payments Program (TIPP) 3-055
Where Have All the Dollars Gone? 1-014D
Cost-Benefit Analysis—See COST EFFECTIVENESS
COSTS
Adjustment Costs in the Theory of Labor Demand, Productivity, and Unemployment 6-015
Budgets, Earnings, and Work of Married Women 6-258
Public Employment Service—Measuring Its Productivity 1-037, 1-046
Registered Nurse Training Programs 6-161
Counseling—See COUNSELING AND GUIDANCE
COUNSELING AND GUIDANCE—See also PUBLIC EMPLOYMENT SERVICE; TRAINING; VOCATIONAL GUIDANCE; EDUCATION
An Economic Evaluation of Vocational Rehabilitation in Louisiana 6-069
Bridges to Work for Young People 4-002B
Career Thresholds 4-021C
Chicago Youth Development Project 6-226
College Adapter Program 3-003
Comparison of Probation Officers and Volunteers 6-040
Counselor Ethnic Match Relevance to Trainee Behavior 6-170
Employment Program for Minority Girls 2-084
Evaluation of a Computerized Job-Matching System 3-061
Experimental Manpower Laboratory: Disadvantaged Youth 2-091
Facilitating the Adoption of New Procedures 1-005
Manpower Economic Education 3-014
Manpower Frontier: Education, Guidance, Work 4-002H
Measuring the Effectiveness of Counseling in the ES 3-064
Methods of Assessing the Disadvantaged 3-058
Model Assessment and Classification System in Corrections 2-023
Model Health Care Career Program 2-088
Nonfarm Employment Problems of Farm Laborers 2-103
Prisoner Rehabilitation Through Behavior Modification 2-026
Program for Information on Manpower Services 1-047
Project VEHTS 2-053
Public Service Employment and Upgrading Project in Vermont 3-020
R&D Strategy Design for the Employment Service 1-063
Systems Approach to Taxonomy of Disadvantagement 3-067
Work Experience and Career Exploration Program 3-007
Workshop on Research Needed on Women's Employment Situation 2-083
COURT CASES
Impact of Court Cases on Minority Employment 5-007
CPI—See CALIFORNIA PSYCHOLOGICAL INVENTORY
CRAFT WORKERS
Conference on Apprenticeship 2-012
Intrafirm Mobility Among Apprentice-Trained Craft Workers 6-111
Journeyman Upgrading Programs in Construction 3-046
OJT for Precision Machinist Apprentices 2-005
Performance Based Apprentice Training 2-009
Related Instruction in Apprenticeship 2-013
Southern Black Construction Craftsmen 2-043
Study of the Pittsburgh Plan 2-050
Training and Entry into Union Construction People, Jobs, Income 2-006
Unionized Contract Construction Wage Changes 6-113
CREDENTIALING—See also OCCUPATIONAL LICENSING
Alternative Qualifications and Credentials for Upgrading Paraprofessionals 3-042
College Performance of High School Dropouts 6-202
Manpower Impacts of a Credit Economy 4-002U
Proficiency Examinations for Medical Laboratory Workers 3-052
Crime—See CORRECTIONS
CUBANS
An Analysis of Earnings Among Persons of Spanish Origin in the Midwest 6-018
Culturally Deprived—See DISADVANTAGED
CULTURE OF POVERTY—See also POVERTY
Income Dynamics of the Poor 2-063
CURRENCY
Domestic Impacts of an Overvalued Currency 7-005
CURRICULUMS—See also INSTRUCTIONAL MATERIALS
Career Thresholds 4-021C
College Adapter Program 3-003
Dayton Ohio Cooperative Vocational Education Program 3-006
Developing a Model for Youth Education 3-005
Effectiveness of Graham Associates Demonstration Project 2-100
Health Services Mobility Study (HSMS) 3-047
Manpower Programing and Social Work Expertise 1-034
Metropolitan Labor Market: New York 1-014A

  - New Skill Content Translation into Vocational Education Curricula 3-009
  - Social Work Education and the WIN Program 2-070
  - Social Workers in Manpower Programs 6-172
  - Vocational Guidance in High School 3-016
  - Years for Decision 4-021B
- CUSTOMER TRAINING
  - Manufacturers' Assistance in Customer Manpower Training 6-135
- Cyclical Stability—See BUSINESS CYCLE

D

- DATA SOURCES AND USE—See also COMPUTER SYSTEMS
  - Computerized Construction LMI and Job Dispatching 1-020
  - Employment Impact of Multinational Corporations 5-005
  - Labor Force Participation of Married Women 6-121
  - Labor Market Information System Design and Use 1-028
  - Labor Market: An Information System 1-014B
  - National Longitudinal Surveys Clearinghouse 4-021E
  - National Longitudinal Surveys of Labor Force Behavior 4-021
  - Psychological Influences on White Collar Pay 6-247
  - Supervisor-Subordinate Role: A Determinant of Evaluation and Rewards 6-185
  - The Impact of the Work Environment on Life Outside the Job 6-098
  - The Occupational Socialization of Police 6-145
  - Working Conditions, Wage Rates, and Human Capital 6-204
  - Manpower Research and Formation of Policy 1-070
- Day Care—See CHILD DAY CARE
- Debt Defaulting—See GARNISHMENT OF WAGES
- DEBTOR/CREDITOR RELATIONSHIP
  - Manpower Impacts of a Credit Economy 4-002U
  - Sociological Aspects of Debt Entanglement 6-173
- DECATEGORIZATION—See also CETA SERVICES AND PLANNING, CETA PROGRAMS, CATEGORICAL MANPOWER PROGRAMS
  - Multiproject Demonstration of Manpower Development 1-007
- DEFENSE WORKERS
  - Unemployment in the Defense Industry 6-193
- DELAWARE
  - Manpower Institutional Grant (1974): West Virginia University 6-013
- Delivery of Manpower Services—See SERVICE DELIVERY SYSTEMS
- Demand for Engineers—See MANPOWER NEEDS
- Demand for Labor—See LABOR DEMAND
- Demand for products—See PRODUCT DEMAND
- Dental Assistants—See HEALTH MANPOWER
- Dental Hygienists—See HEALTH MANPOWER
- DEPRESSED AREAS
  - An Analysis of Mature Regions 6-021
- DESEGRATION
  - Desegregation and Career Goals 4-002N
- DESEGREGATION—See also HOUSING SEGREGATION
  - Employment Decentralization and Minority Labor Supply 6-076
- Disabled Persons—See HANDICAPPED
- Disabled Veterans—See VETERANS
- DISADVANTAGED
  - An Economic Evaluation of Vocational Rehabilitation in Louisiana 6-069
  - Assessment Measures for Youth Enrollees 3-060
  - Careers of Upward Bound Alumni 6-033
  - Company Programs to Retain the Disadvantaged 6-148
  - Disadvantaged Workers in Parks and Recreation 3-018
  - EDT: Assessment of Philadelphia's CEP Experience 1-040
  - Effectiveness of Graham Associates Demonstration Project 2-100
  - Emotional Reactions of Workers Who Lost Jobs in a Plant Closing 6-089
  - Evaluation of NAB JOBS for Disadvantaged 6-086
  - Evaluation of Tutoring for Firefighter Examination 3-008
  - Experimental Manpower Laboratory: Social Systems Intervention 3-062
  - Getting and Keeping a Job—Puerto Ricans and Blacks 4-002E
  - In-Plant Upgrading and Mobility Patterns 3-050
  - Labor Market Information Systems and the Disadvantaged 1-024
  - Localized Job Search Information System 1-032
  - Manpower R&D Activities of DOL/AEC 3-056
  - Manpower Research and Formation of Policy 1-070
  - Operation Young Adults: A Work-Study Program 2-097
  - Program for Information on Manpower Services 1-047
  - Public Service Employment for the Disadvantaged 6-158
  - Staff Training for Basic Education 3-010
  - Systems Approach to Taxonomy of Disadvantagement 3-067
  - Transitional Employment Experimental Model 3-021
  - Upgrading of the Disadvantaged 3-043
- Discharge—See EMPLOYMENT TERMINATION
- DISCRIMINATION—See also SEX DISCRIMINATION, HOUSING SEGREGATION; BLACKS; WOMEN; SPANISH-SPEAKING AMERICANS; AGE DISCRIMINATION IN EMPLOYMENT ACT
  - A Comparative Analysis of White, Black, and Latino Income Distributions 6-038
  - Affirmative Action Plans in Construction 5-013
  - Career Progression Systems 3-041
  - Career Thresholds 4-021C
  - Collection and Dissemination of Data on Problems of Female Offenders 2-036A
  - Discrimination in Training Programs 1-060
  - Econometric Model of Minority Hiring 6-064
  - EEO Programs Effect on Minorities and Women in Federal Agencies 6-094
  - Employer Attitudes Toward Ex-Offenders 6-210
  - Federal Civil Rights Legislation and Economic Positions of Minorities 6-080
  - Getting and Keeping a Job—Puerto Ricans and Blacks 4-002E
  - Impact of Court Cases on Minority Employment 5-007
  - Manpower Impacts of a Credit Economy 4-002U
  - Mexican Illegal Aliens in Urban Labor Markets 6-132
  - Minority Women in White-Collar Jobs 2-046
  - Model Urban Indian Centers 2-042
  - Occupational Licensing and Public Policy 5-012
  - Offender Employment Restrictions 2-036
  - Pre-Retirement Years 4-021A
  - Proficiency Test for Technical Occupations 2-009A
  - Spanish Americans in the Labor Market 2-049
  - Upgrading Blue-Collar and Service Workers 4-002O
- Disincentives—See INCENTIVES
- Displaced Workers—See LAYOFFS
- DISSERTATIONS—See also DOCTORAL DISSERTATION GRANTS, DOCTORAL DEGREES
- DISTRICT OF COLUMBIA
  - Affirmative Action Plans in Construction 5-013
  - Collection and Dissemination of Data on Problems of Female Offenders 2-036A
  - Manpower Institutional Grant (1974): West Virginia University 6-013
  - Offender Employment Restrictions 2-036
  - Permanent Part-Time Employment: Exploratory Analysis 4-039
  - Streetcorner Shapeup Jobholders 4-008
- Division of Labor—See OCCUPATIONAL STRUCTURE
- DOCTORAL DEGREES—See also UNIVERSITIES AND COLLEGES, DOCTORAL DISSERTATION GRANTS
- DOCTORAL DISSERTATION GRANTS—(Doctoral Dissertation Grants appear in Chapter 6B.) See also particular subject of dissertation.
  - Expanding Benefits of Manpower Research Products 1-062
  - Manpower Research and Formation of Policy 1-070
- DROPOUTS—See also EDUCATION, TRAINING; HIGH SCHOOL
  - Career Thresholds 4-021C
  - Chicago Youth Development Project 6-226
  - College Performance of High School Dropouts 6-202
  - Effectiveness of Graham Associates Demonstration Project 2-100
  - Employment Program for Minority Girls 2-084
  - In-School Employment Project for Young Black Teenage Girls 2-039
  - In-School NYC Influence on Earnings Capacity 6-112
  - Manpower Economic Education 3-014
  - New Education Programing in Manpower Training Projects 2-094
  - Noneconomic Impacts of Job Corps 2-101

Operations Research to Monitor VEPS In-School NYC Enrollees 2-096
Policy Implications of Longitudinal Study of WIN Dropouts 2-065
Retention and Apprenticeship Outreach Programs 2-010
VEPS Program for In-School NYC Enrollees 2-085
Work Experience and Career Exploration Program 3-007
DRUG USERS—(Projects dealing principally with this subject appear in Chapter 2A.)
Drug Abuse Prevention in Youth Resident Centers 2-003
Employer Practices in Hiring Addicts 2-002
Experimental Manpower Laboratory: Disadvantaged Youth 2-091
Job Finding and Performance of Addicts/Ex-Addicts 2-001
Noneconomic Impacts of Job Corps 2-101
Pioneer Messenger Service 3-024
Supported Employment Demonstration Project 3-038
Supported Employment in the Public Sector 3-025
Supported Employment Planning in Atlanta 3-026
Supported Employment Planning in Boston 3-027
Supported Employment Planning in Detroit 3-028
Supported Employment Planning in Hartford 3-029
Supported Employment Planning in Jersey City 3-030
Supported Employment Planning in New Orleans 3-032
Supported Employment Planning in Newark 3-031
Supported Employment Planning in Oakland 3-033
Supported Employment Planning in Ohio 3-034
Supported Employment Planning in Portland 3-035
Supported Employment Planning in San Francisco 3-036
Supported Employment Planning in Utah 3-037
Dual Jobholding—See MOONLIGHTING
DUAL LABOR MARKETS—See also SECONDARY LABOR FORCE
A Study of Swapping 6-205
Career Thresholds 4-021C
Dual Labor Market 6-060
Effect of Collective Bargaining on Low-Wage Employment 4-024
Exploratory Empirical Research on Secondary Labor Markets 6-227
Labor Market Behavior of Male Youth 6-118
Labor Market Information Systems and the Disadvantaged 1-024
Labor Market Segmentation 4-005
Metropolitan Labor Market 4-002K
Mexican Illegal Aliens in Urban Labor Markets 6-132
Potential of Wage Subsidies 3-023
Poverty, Politics, and Relief 6-153
Sex Differences in Income Determination 6-051
The Development of the Labor Force in San Francisco, 1870-1910 6-057
The Female Insured Unemployed 6-090
Turnover, Unemployment, and the Dual Labor Market 6-235
Unions and Labor Market Segmentation 6-194
Welfare Careers and Low-Wage Employment 2-071
Welfare Dependency and Low-Income Labor Markets 4-030
DURATION OF UNEMPLOYMENT
Asking Wage Behavior of Unemployed Workers 6-027
Effects of Adjustment Assistance on Displaced Workers 6-225
Exploratory Empirical Research on Secondary Labor Markets 6-227
Household Heads, Job Search, and Quit Behavior 6-115
Job Search Behavior and Duration 6-116
Market Differentials and Labor Force Behavior 6-136
Rate of Wage Inflation 6-056
Study of Unemployment Insurance Exhaustees 2-068
The Female Insured Unemployed 6-090
The Generation and Acceptance of Job Search 6-083
Unemployment Duration, Compensation, and Job Search 6-192
Welfare Dependency and Low-Income Labor Markets 4-030
Why Do Blacks and Women Have High Unemployment Rates? 6-266
Dyslexia—See READING

E

EARNINGS—See also INCOME; WAGES
An Analysis of Earnings Among Persons of Spanish Origin in the Midwest 6-018
Budgets, Earnings, and Work of Married Women 6-258
Career Thresholds 4-021C
Critique of Duncan's Stratification Research 6-043
Determinants of Economic Success 5-010
Dual Careers 4-021D
Employment and Income: Puerto Rico Simulation Model 6-223
Employment Characteristics of Chinese Americans 4-013
Employment Effects of Foreign Investment and Trade 7-020
Factors Affecting Earnings of Workers Terminated In Plant Closure 6-230
Human Resources in the U.S. and Japan 6-176
In-School NYC Influence on Earnings Capacity 6-112
Interarea Educational Earnings Differentials 6-107
Labor Adjustment to Employment Reductions 7-019
Labor Effort Disincentives of Negative Income Taxation 6-119
Labor Market Segmentation 4-005
Logit Model With Reference to Wage Subsidies 6-212
Male and Female Wage and Employment Differences 6-149
Measuring Economic Value of Schooling Output 6-138
National Longitudinal Surveys Clearinghouse 4-021E
National Models of Factor Income Distribution 6-041
Pre-Retirement Years 4-021A
Rates of Return to Educational Investment 6-160
Registered Nurse Training Programs 6-161
Removing Restrictions on Imports of Steel 7-018
Sex Differences in Income Determination 6-051
Tax Law Effect on Labor Supply of Married Women 6-099
Temporary Involuntary Unemployment 7-012
The Generation and Acceptance of Job Search 6-083
Trends in Women's Education, Attainment, Earnings, and Occupations 6-026
Turnover and Wage Dynamics, 1932-1972 6-084
Wage Differentials in Japanese Manufacturing 6-159
Work Attitudes and Labor Market Experience 4-054
Years for Decision 4-021B
Econometrics—See ECONOMIC ANALYSIS AND ECONOMETRICS
ECONOMIC ANALYSIS
Federal Civil Rights Legislation and Economic Positions of Minorities 6-080
Registered Nurse Training Programs 6-161
ECONOMIC ANALYSIS AND ECONOMETRICS
A Comparative Analysis of White, Black, and Latino Income Distributions 6-038
An Analysis of Mature Regions 6-021
Asking Wage Behavior of Unemployed Workers 6-027
Assets, Labor Supply, Consumption Over the Life Cycle 6-029
Behavioral Model of Labor Force Migration 6-030
Contribution of Social Resources in the Labor Force 6-042
Crime, Punishment, and the Labor Process 6-133
Decisionmaking Matrix and Resource Allocation Model 1-003
Demand for Education of White and Black Males 6-162
Domestic Impacts of an Overvalued Currency 7-005
Early Retirement and the Labor Market Dynamics of Older Workers 6-062
Econometric Analysis of Effects of Labor Subsidies 5-015
Econometric Model of Minority Hiring 6-064
Economic Analysis of Occupational Licensure 5-003
Economic Development in a Navaho Community 6-017
Economic/Psychological Analysis of Teacher Mobility 6-066
Economics of Canadian Military Manpower Supply 6-072
Economics of Sex Discrimination 6-073
Employment and Income Consequence of Alternative Development Strategies 6-224
Employment Characteristics of Chinese Americans 4-013
Employment Decentralization and Minority Labor Supply 6-076
Employment Impact of Multinational Corporations 5-005
Foreign Trade Effects on Employment with Wharton Models 7-017
Growth of Service Employment 4-002J
Higher Education: The G.I. Bill of Rights 6-067

  Household Heads, Job Search, and Quit Behavior 6-115
  Housing Discrimination Effect on Negro's Commuting 6-077
  Impact of Fiscal Policies on Labor Supply 6-095
  Interarea Educational Earnings Differentials 6-107
  Labor Effort Disincentives of Negative Income Taxation 6-119
  Labor Market in Open Macroeconomic Model 7-015
  Labor Market Information System Design and Use 1-028
  Labor Market Segmentation 4-005
  Labor Market, Inflation, and Manpower Policy 4-004
  Life-Cycle Time Allocation of Families 6-129
  Logit Model With Reference to Wage Subsidies 6-212
  Long-Run Tradeoff Between Unemployment and Inflation 6-188
  Male Youth Job Search: A Biracial Analysis 6-071
  Manufacturers' Assistance in Customer Manpower Training 6-135
  Measuring Economic Value of Schooling Output 6-138
  Microeconomic Model of the Distribution of Labor Income 6-140
  Municipal Government Employment and Wages 6-220
  National Longitudinal Surveys of Labor Force Behavior 4-021
  Nonseparable Approach to Labor Market Substitution 6-184
  Nursing Salary and Promotion Structure 6-241
  Occupational Licensure of Allied Health Programs 6-143
  Phenomenology of Human Labor 6-151
  Poverty, Politics, and Relief 6-153
  Search Unemployment and the Phillips Curve 6-102
  Services for Workers at the Workplace 4-041
  Short- and Long-Run Demand for Labor Services 6-046
  Short-Run Employment Fluctuations in Public Utilities 6-255
  Social Inequality and Labor Force Participation 6-171
  Static and Dynamic Labor Supply Functions 5-016
  Studying Wage Changes With a Simulation of the Labor Market 6-180
  Tax Law Effect on Labor Supply of Married Women 6-099
  The Female Insured Unemployed 6-090
  The Structure of Youth Labor Markets 6-179
  Turnover and Wage Dynamics, 1932-1972 6-084
  Turnover, Unemployment, and the Dual Labor Market 6-235
  Unemployment Insurance in Urban Labor Market 6-063
  Unionized Contract Construction Wage Changes 6-113
  University Salary Structure and Sex Discrimination 6-257
  Wage Differentials in Japanese Manufacturing 6-159
  Wage Inflation and Regional Migration 6-059
  Wage Versus Job Competition 4-046
  Youth in the Labor Market: A Cross-Sectional Analysis 6-207
Economic Corporations—See CORPORATIONS
ECONOMIC DEVELOPMENT
  Economic Development in a Navaho Community 6-017
  Employment and Income: Puerto Rico Simulation Model 6-223
  Industrial Development and Poverty in the Rural South 4-018
  Investment Priorities in Urban Black Communities 6-055
  Manpower Frontier: Education, Guidance, Work 4-002H
  Rural Labor Markets 4-023
ECONOMIC FORECASTING—See also MANPOWER PROJECTIONS
  Employment and Income Consequence of Alternative Development Strategies 6-224
  Labor Force Occupations and Technological Change 6-187
  Manpower and Economic Indicators and Forecasts 1-004
  Manpower Policy and Programs—A Planning Project 6-236
  Short-Run Employment Fluctuations in Public Utilities 6-255
ECONOMIC GROWTH
  An Analysis of Mature Regions 6-021
  Employment and Income Consequence of Alternative Development Strategies 6-224
  Foreign Trade Effects on Employment with Wharton Models 7-017
  International Comparison of Advances in Productivity 7-013
  Occupational Education as a Source of Economic Growth 5-011
ECONOMIC INDICATORS—See also LABOR MARKET INFORMATION
  Employment and Shifts in the Phillips Curve 6-168
  Manpower and Economic Indicators and Forecasts 1-004
  Rate of Wage Inflation 6-056
  Triggering Mechanisms for Unemployment Benefits 6-022
Economic Models—See ECONOMIC ANALYSIS AND ECONOMETRICS
ECONOMIC POLICY—(Projects dealing principally with this subject appear in Chapter 5.)
  Federal Civil Rights Legislation and Economic Positions of Minorities 6-080
  Impact of Fiscal Policies on Labor Supply 6-095
  Manpower Policy and Programs—A Planning Project 6-236
  National Models of Factor Income Distribution 6-041
  Static and Dynamic Labor Supply Functions 5-016
ECONOMIC STATUS
  Critique of Duncan's Stratification Research 6-043
  Determinants of Economic Success 5-010
  Economic Status of Asians and Blacks in California 6-164
  Law and the Development of Citizenship 6-128
  National Longitudinal Surveys Clearinghouse 4-021E
  Negro Occupational Status and Education 4-022
ECONOMIC WELFARE—See also WELFARE PROGRAMS
  Manpower Conflicts and Resolutions 4-002S
ECONOMISTS—See AGRICULTURAL ECONOMISTS
EDS—See ENVIRONMENTAL DEPRIVATION SCALE
EDT—See EMPLOYABILITY DEVELOPMENT TEAMS
EDUCATION—(Projects dealing principally with this subject appear in Chapter 3A.) See also particular aspect of education.
  Career Thresholds 4-021C
  Chicago Youth Development Project 6-226
  Demand for Education of White and Black Males 6-162
  Determinants of Economic Success 5-010
  Educational and Occupational Mobility 6-014
  Interarea Educational Earnings Differentials 6-107
  Job Placement Services in Colleges 2-038
  Manpower Frontier: Education, Guidance, Work 4-002H
  National Longitudinal Surveys Clearinghouse 4-021E
  National Longitudinal Surveys of Labor Force Behavior 4-021
  Prisoner Rehabilitation Through Behavior Modification 2-026
  Sex Differences in Income Determination 6-051
  Years for Decision 4-021B
EDUCATION EFFECT ON CAREER PATTERNS—See also RETURNS ON EDUCATIONAL INVESTMENT
  Adolescent Social System Impact on Occupational Achievement 6-091
  Career Patterns of 2-Year College Graduates 6-032
  Coop Education in School-to-Work Transition 3-015
  Educational Attainment and Adult Status of Brothers 6-052
  Employment Quality and Self-Investment in Work 6-249
  Occupational Education as a Source of Economic Growth 5-011
  Rates of Return to Educational Investment 6-160
  Social Inequality and Labor Force Participation 6-171
  Social Service Tasks and Education Preparation 6-074
  Social Workers in Manpower Programs 6-172
  Trends in Women's Education, Attainment, Earnings, and Occupations 6-026
  Work and Values 4-002I
  Work Expectations of Youth 4-056
EDUCATIONAL ASPIRATIONS
  Career Thresholds 4-021C
  Desegregation and Career Goals 4-002N
  Employment Characteristics of Chinese Americans 4-013
  Manpower Impacts of a Credit Economy 4-002U
  National Longitudinal Surveys Clearinghouse 4-021E
  Work Expectations of Youth 4-056
  Years for Decision 4-021B
EDUCATIONAL ATTAINMENT
  A Comparative Analysis of White, Black, and Latino Income Distributions 6-038
  Career Thresholds 4-021C
  Demand for Education of White and Black Males 6-162
  Desegregation and Career Goals 4-002N
  In-School NYC Influence on Earnings Capacity 6-112
  Negro Occupational Status and Education 4-022
  Pre-Retirement Years 4-021A

Educational Materials – See INSTRUCTIONAL MATERIALS
EEA – See EMERGENCY EMPLOYMENT ACT
EEOC – See EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
EFFECTIVENESS OF PROGRAMS – See also PREDICTION OF SUCCESS IN PROGRAMS; TRAINING EFFECTIVENESS AND IMPACT
  Alternatives to Incarceration 2-021
  An Economic Evaluation of Vocational Rehabilitation in Louisiana 6-069
  Assessment of Experimental Manpower Laboratories 1-057
  Attitudes Regarding the Public Employment Service 1-053
  Chicago Youth Development Project 6-226
  Comparison of Probation Officers and Volunteers 6-040
  EDT Assessment of Philadelphia's CEP Experience 1-040
  Effectiveness of Graham Associates Demonstration Project 2-100
  Effectiveness of Graham Associates NEP on NYC-2 3-013
  Evaluation Methodology for Employer Services Program 1-045
  Evaluation of 1972 Summer Intern Program 2-093A
  Manpower Research and Formation of Policy 1-070
  Model NYC Programs for Rural Youth 2-090
  Operations Research to Monitor VEPS In-School NYC Enrollees 2-096
  Portland Concentrated Employment Program 6-130
  Public Service Employment and Upgrading Project in Vermont 3-020
  Selected Out-of-School NYC Programs 2-093
  Shared Decisionmaking in Prison Management 2-032
  Study of Exemplary Rehabilitation Certificate Program 2-054
  Summer/In-School NYC Vocational Exploration 2-102
  Use of Biographical Information System in WIN and Food Stamp Programs 3-059
  Where Have All the Dollars Gone? 1-014D
Effectiveness of Training – See TRAINING EFFECTIVENESS AND IMPACT
ELASTICITY OF LABOR SUPPLY
  Household Heads, Job Search, and Quit Behavior 6-115
  National Longitudinal Surveys Clearinghouse 4-021E
  Nonfarm Work of Farm Family Members 6-214
ELASTICITY OF SUBSTITUTION
  Nonseparable Approach to Labor Market Substitution 6-184
Elderly People – See OLDER WORKERS
ELECTRICIANS
  New Skill Content Translation into Vocational Education Curricula 3-009
  Related Instruction in Apprenticeship 2-013
Electronics – See ELECTRONICS INDUSTRY
ELECTRONICS INDUSTRY
  Trade and Employment in the Electronics Industry 7-021
ELITE OCCUPATIONS – See also OCCUPATIONAL STATUS; HIGH-LEVEL JOBS
  Good Jobs, Poor Jobs 4-002A
EMERGENCY EMPLOYMENT ACT (1971)
  Manpower Research and Formation of Policy 1-070
  Multiproject Demonstration of Manpower Development 1-007
EML – See EXPERIMENTAL MANPOWER LABORATORIES
EMPLOYABILITY DEVELOPMENT – See also PUBLIC EMPLOYMENT SERVICE, WORK INCENTIVE PROGRAM (WIN), CONCENTRATED EMPLOYMENT PROGRAM; ORIENTATION; PREVOCATIONAL TRAINING
  Employability Among the Visually Impaired 6-154
  Experimental Manpower Laboratory: Disadvantaged Youth 2-091
  Systems Approach to Taxonomy of Disadvantagement 3-067
  Training for Upgrading During Layoff 3-051
  Workshop on Research Needed on Women's Employment Situation 2-083
EMPLOYABILITY DEVELOPMENT TEAMS
  EDT: Assessment of Philadelphia's CEP Experience 1-040
  Workfare's Impact on Employable Welfare Recipients 2-079
Employee Commitment – See WORK ATTITUDES
EMPLOYER ATTITUDES – See also ATTITUDES
  American Reactions to Foreign Apprenticeship Practices 2-008
  Attitudes Regarding the Public Employment Service 1-053
  Employment of Handicapped in State Civil Service 4-034
  Executive Order 11598 and the Employment Service 1-039
  Flexible Work Schedules for Welfare Participants 2-069
  Institutional Racism 6-106
  Manufacturers' Assistance in Customer Manpower Training 6-135
  Mexican Illegal Aliens in Urban Labor Markets 6-132
  Negro Employment in the South 2-045
  Preparation for Work 4-002R
  WIN Tax Credit Program (Talmadge Amendments) 2-075A
  Workfare's Impact on Employable Welfare Recipients 2-079
  Youth Labor Market: International Variations 4-002P
EMPLOYER MANPOWER PLANNING – See also LABOR DEMAND
  Adjustment Costs in the Theory of Labor Demand, Productivity, and Unemployment 6-015
  Career Progression Systems 3-041
  Expanding Benefits of Manpower Research Products 1-062
  Labor in Nonprofit Industries and Government 4-010
  Labor Market and Private Retirement Systems 6-125
  Manpower Planning in the Steel Industry 4-002D
  Metropolitan Labor Market: New York 1-014A
  Organizational Climates and Human Relations 6-028
  Pilot Manpower Training Advisory Service for Employers 4-040
  Upgrading in Agriculture 3-040
  Upgrading in Private Industry 3-045
EMPLOYER MANPOWER PRACTICES AND POLICIES – (Projects dealing principally with this subject appear in Chapter 4C.) See specific employer practices and policies
  Employer Attitudes Toward Ex-Offenders 6-210
  Permanent Part-Time Employment: Exploratory Analysis 4-039
  Public Employment Service -- Employee Perceptions of Management Practices 1-055
  Public Service Employment and Upgrading Project in Vermont 3-020
EMPLOYER SERVICES
  Day Care Center for Department of Labor Employees 2-076
  Employer Sponsored Child Day Care 2-077
  Evaluation Methodology for Employer Services Program 1-045
  Executive Sabbatical Program 1-035
  Experimental Design of Net Benefit Analysis of the Employment Service 1-042
  Facilitating Employment of Disabled Veterans 2-052
  Improvement of Employer Services in the Employment Service 1-044
  Mail-Matching of Applicants and Jobs 6-221
  Ohio ES Upgrading Program 3-057
  Pilot Manpower Training Advisory Service for Employers 4-040
  Program for Information on Manpower Services 1-047
  Testing of Various Methodologies for Increasing Job Listings 1-054
Employer Tax Credit – See WORK INCENTIVE PROGRAM (WIN)
EMPLOYMENT – See specific aspects of employment
  Clearinghouse on Productivity and Quality of Working Life 1-016
  Computerized Charting for Benchmark Adjustment 1-013
  Domestic Impacts of an Overvalued Currency 7-005
  Econometric Analysis of Effects of Labor Subsidies 5-015
  Federal Civil Rights Legislation and Economic Positions of Minorities 6-080
  Labor Adjustment to Employment Reductions 7-019
  Physical Rehabilitation and Employment of WIN Recipients 2-067
Employment Agencies, Private – See PRIVATE EMPLOYMENT AGENCIES
Employment Agencies, Public – See PUBLIC EMPLOYMENT SERVICE
Employment Counseling – See COUNSELING AND GUIDANCE
EMPLOYMENT OPPORTUNITIES – See also EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
  Advanced Service Metropolis 4-002F
  Affirmative Action Plans in Construction 5-013
  Black/White Teenage Occupational Employment Determinants 6-054
  Coal Industry's Manpower Needs Study 4-027
  Disadvantaged Workers in Parks and Recreation 3-018
  Employment and Income: Puerto Rico Simulation Model 6-223
  Employment Characteristics of Chinese Americans 4-013
  Employment Generated by New Government Contracts 5-018
  Employment Impact of Federal Assistance for Minority Businesses 5-017
  Employment Impact of Multinational Corporations 5-005

Exploratory Empirical Research on Secondary Labor Markets 6-227
Fertility and Labor Participation of Married Women 6-253
Future Orientation and Expectations as Success Predictors 6-093
Growth of Service Employment 4-002J
Handbook for Employment of the Slow Learner 2-104
Immigrants in the Labor Force 4-020
Improving Entry of Minority Women into Professional and Managerial Jobs 2-041
Increasing Minority Women's Employment in Atlanta 2-048
Increasing Minority Women's Employment in Houston 2-047
Job Information Center 1-023
Labor Effort Disincentives of Negative Income Taxation 6-119
Labor Force Participation of Married Women 6-121
Labor Market, Inflation, and Manpower Policy 4-004
Localized Job Search Information System 1-032
Manpower Frontier Education, Guidance, Work 4-002H
Migration Bias in Labor Force Participation Rates 6-169
Minority Women in White Collar Jobs 2-046
Negro Employment in Southern Construction Industry 2-044
Negro Employment in the South 2-045
Newspaper Ads and Employment Service Job Orders 1-021A
Newspaper Advertisements as Labor Market Indicators 1-021
Nonfarm Employment Problems of Farm Laborers 2-103
NOW The Formative Years 6-141
Occupational Licensure of Allied Health Programs 6-143
Population Decrease and Employment in Agricultural Communities 6-163
Problem of Teenage Unemployment 6-155
Project Volunteer Power 2-108
Relationship between Employment, Unemployment, and Migration 4-015
Relationship Between Regional and Overall Employment 6-252
Rural Labor Markets 4-023
Short-Run Employment Fluctuations in Public Utilities 6-255
State Employment Service Professional Selection System 1-049
Suburbanization and the City The Metropolitan Labor Market 4-002M
Testing of Various Methodologies for Increasing Job Listings 1-054
Training Impact on Minorities and Women 1-066
WIN/Welfare Tax Credits 2-055
Workshop on Research Needed on Women's Employment Situation 2-083
EMPLOYMENT PATTERNS—See also CAREER PATTERNS, LABOR FORCE BEHAVIOR
Adolescent Social System Impact on Occupational Achievement 6-091
Black and Ethnic Employment Patterns and Economic Performance 6-201
Effect of Employment on Self-Image 6-075
Employment and Shifts in the Philips Curve 6-168
Employment Impact of Multinational Corporations 5-005
Feasibility of Computerized Manpower System for Construction Industry 1-022
Health of Working and Nonworking Poverty Mothers 2-078
Hours of Work in Manufacturing, 1947-70 6-232
Interface of Work and Welfare 4-002C
Interrelationship Between Female Employment and Fertility 6-109
Job Patterns for WIN Terminees 2-064
Labor Market Behavior of Male Youth 6-118
Labor Market, Inflation, and Manpower Policy 4-004
Manpower Research and Formation of Policy 1-070
Midlife Career Change Coping with Transitions in Employment 6-237
Multiplobholding in Wichita 6-240
National Longitudinal Surveys Clearinghouse 4-021E
National Longitudinal Surveys of Labor Force Behavior 4-021
Negro Employment in Southern Construction Industry 2-044
Negro Employment in the South 2-045
Negro Occupational Status and Education 4-022
Permanent Part Time Employment Exploratory Analysis 4-039
Pre Retirement Years 4-021A
Public Employment Programs in Wisconsin 6-157
Social Network Effects on Employment 6-256
Spanish Americans in the Labor Market 2-049
Streetcorner Shapeup Jobholders 4-008
The Female Insured Unemployed 6-090
Work and Welfare Patterns of Low-Income Families 2-073
EMPLOYMENT POLICY
Affirmative Action Plans in Construction 5-013
Facilitating the Adoption of New Procedures 1-005
Labor Market, Inflation, and Manpower Policy 4-004
Manpower Policy and Programs—A Planning Project 6-236
Manpower Research and Formation of Policy 1-070
Negro Employment in Southern Construction Industry 2-044
Offender Employment Restrictions 2-036
Public Employment Programs in Wisconsin 6-157
Public Service Employment and Upgrading Project in Vermont 3-020
Employment Security Agencies—See PUBLIC EMPLOYMENT SERVICE
Employment Service—See PUBLIC EMPLOYMENT SERVICE
EMPLOYMENT SERVICE MANAGEMENT—See also MANPOWER PROGRAM MANAGEMENT
Attitudes Regarding the Public Employment Service 1-053
Conference on the Public Employment Service 1-036
Facilitating the Adoption of New Procedures 1-005
Handbook for Locating Employment Service Offices 1-052
Job Bank A Case Study 1-031
Performance Standards for Employment Service Functions 1-038
R&D Strategy Design for the Employment Service 1-063
EMPLOYMENT SERVICE STAFF—See also STAFF TRAINING
Multiproject Demonstration of Manpower Development 1-007
Ohio ES Upgrading Program 3-057
Prisoner Rehabilitation Through Behavior Modification 2-026
R&D Strategy Design for the Employment Service 1-063
State Employment Service Professional Selection System 1-049
Texas Migrant Demonstration Project 3-074
Employment Service Staff Training—See EMPLOYMENT SERVICE STAFF
EMPLOYMENT TERMINATION—See also JOB RETENTION, LAYOFFS
Adjusting to Employment Termination 6-208
Emotional Reactions of Workers Who Lost Jobs in a Plant Closing 6-089
ENERGY INDUSTRY—See also PUBLIC UTILITIES
ENGINEERS—(Projects dealing principally with this subject appear in Chapter 2C.)
American Engineers' Perception of Technology 6-167
Engineers and Scientists in California 6-068
Engineers' Reemployment Assistance 2-017
Labor Market Experience for Engineers 2-018
Labor Market for Scientific Personnel 6-124
Mail-Matching of Applicants and Jobs 6-221
Organizational Analysis of Engineer Hiring 6-147
Weaponsmakers Role Orientations of Scientists and Engineers 6-200
ENGLISH AS A SECOND LANGUAGE (ESL)
Experimental Manpower Laboratory Disadvantaged Youth 2-091
Impact of BOLT on Manpower Agencies 3-001
Upgrade Training in the Canning Industry 3-054
Entrepreneurs—See OWNERS
ENTRY LEVEL EMPLOYEE PROBLEMS
Multiproject Demonstration of Manpower Development 1-007
Environment—See WORK ENVIRONMENT
ENVIRONMENTAL DEPRIVATION SCALE (EDS)
Prisoner Rehabilitation Through Behavior Modification 2-026
EQUAL EMPLOYMENT OPPORTUNITY ACT (1972)—See also EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
Successful Career Women 4-002Q
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION—See also BLACKS, WOMEN, MINORITIES, DISCRIMINATION, SPANISH-SPEAKING AMERICANS
EEO Programs Effect on Minorities and Women in Federal Agencies 6-094
Federal Civil Rights Legislation and Economic Positions of Minorities 6-080
Impact of Laws Prohibiting Sex Discrimination 6-096
Maternity Leave Benefits 2-080
NOW The Formative Years 6-141

ESKIMOS
Technological Change in Two Arctic Communities 6-186
ESL—See ENGLISH AS A SECOND LANGUAGE (ESL)
ETHNIC GROUPS—(Projects dealing principally with this subject appear in Chapter 2E.)
Black and Ethnic Employment Patterns and Economic Performance 6-201
Counselor Ethnic Match Relevance to Trainee Behavior 6-170
Economic Development in a Navaho Community 6-017
Evaluation of 1972 Summer Intern Program 2-093A
Job Stigma and Self Esteem 6-117
Labor Market for Policemen 6-025
Mexican Illegal Aliens in Urban Labor Markets 6-132
Organizational Experience and Employee Work Attitudes 4-049
Rural Labor Markets 4-023
Summer/In School NYC Vocational Exploration 2-102
EUROPE
Bridges to Work for Young People 4-002B
European Manpower Policies 6-211
Preparation for Work 4-002R
Youth Labor Market: International Variations 4-002P
Evaluation—See ASSESSMENT AND EVALUATION
EVALUATION AND ASSESSMENT
Impact of Mandatory Registrants on ES 1-033
Ex Offenders—(Projects dealing principally with this subject appear in Chapter 2D.) See CORRECTIONS
EXECUTIVE ORDER NO. 11598
Executive Order 11598 and the Employment Service 1-039
EXEMPLARY REHABILITATION CERTIFICATE PROGRAM—See also VETERANS
Study of Exemplary Rehabilitation Certificate Program 2-054
Expectancy Theory—See MOTIVATION
EXPERIMENTAL MANPOWER LABORATORIES
Assessment of Experimental Manpower Laboratories 1-057
Experimental Manpower Laboratory: Disadvantaged Youth 2-091
Experimental Manpower Laboratory: Social Systems Intervention 3-062
Prisoner Rehabilitation Through Behavior Modification 2-026
Program for Information on Manpower Services 1-047
EXTERNAL LABOR MARKETS
Upgrading in Agriculture 3-040

F

FAIR LABOR STANDARDS ACT—See also MINIMUM WAGE LAWS
Sheltered Workshops and Handicapped Clients Survey 3-039
FAMILIES—See also FATHERS, MOTHERS, LOW INCOME HOUSEHOLDS
Budgets, Earnings, and Work of Married Women 6-258
Changes in Labor Force Participation 6-034
Determinants of Economic Success 5-010
Dual Careers 4-021D
Educational Attainment and Adult Status of Brothers 6-052
Impact of Human Resources Policies on Geographic Mobility 5-001
Inflation and Distribution of Income 6-131
Labor Force Mobility of Females 6-023
Life Cycle Time Allocation of Families 6-129
Nonfarm Work of Farm Family Members 6-214
Paternal Authority, Work Training, and Income Maintenance Programs 2-066
Study of Unemployment Insurance Exhaustees 2-068
WIN Demonstration Project Design 2-059
WIN: Making Adults Economically Independent 2-074
Women's Postgraduate Employment 6-222
Work and Income in Urban Poverty Areas 4-025
FAMILY ASSISTANCE PLAN
Dual Careers 4-021D
Public Assistance and Manpower Policy of Great Britain 6-248
FAP—See FAMILY ASSISTANCE PLAN
FARMWORKERS—See also MIGRANTS
Citrus Labor Market Demonstration Project 4-009
Effects of Technology on Organizational Structure 6-079
Employment and Income: Puerto Rico Simulation Model 6-223
Manpower Research and Formation of Policy 1-070
Negro Employment in the South 2-045
Nonfarm Employment Problems of Farm Laborers 2-103
Nonfarm Work by Farm Families 6-213
Nonfarm Work of Farm Family Members 6-214
Structural Analysis of the Knights of Labor 6-156
Texas Migrant Demonstration Project 3-074
Upgrading in Agriculture 3-040
FATHERS—See also FAMILIES, MEN
Paternal Authority, Work Training, and Income Maintenance Programs 2-066
FEASIBILITY STUDY
Cooperative Planning to Improve Occupational Regulation 5-002
Employability Among the Visually Impaired 6-154
Feasibility for Research on Public Utility Labor Market 4-035
Feasibility of Computerized Manpower System for Construction Industry 1-022
Retaining Problem Drinkers on the Job 2-004
State and Local Government Employee Characteristics 4-028
Task Modules for Validation of BOLT 3-004
Federal Contract—See FEDERAL FUNDING
FEDERAL FUNDING—See also MANPOWER PLANNING, RESEARCH, AND DEVELOPMENT
Demand for Workers in the U.S. Economy 6-085
Employment Generated by New Government Contracts 5-018
Employment Impact of Federal Assistance for Minority Businesses 5-017
Reduced Research Funding and University Scientists 6-058
FEDERAL GOVERNMENT—See also GOVERNMENT WORK
Employment Generated by New Government Contracts 5-018
Federal Government and Private Sector Wage Differentials 6-198
Negro Employment in Southern Construction Industry 2-044
Negro Employment in the South 2-045
NOW: The Formative Years 6-141
Social Workers in Manpower Programs 6-172
Females—See WOMEN
FERTILITY—See also WOMEN, POPULATION
Birth Expectations and Work Experience 4-012
Births and Women's Labor Force Participation 6-190
Dual Careers 4-021D
Fertility and Labor Participation of Married Women 6-253
Interrelationship Between Female Employment and Fertility 6-109
Labor Force Participation and Mothers' Fertility 6-120
National Longitudinal Surveys Clearinghouse 4-021E
Women and the American Occupational Structure 6-261
FILMS
Employment of Handicapped in State Civil Service 4-034
Facilitating the Adoption of New Procedures 1-005
Staff Training for Basic Education 3-010
Vocational Guidance in High School 3-016
Women in Wisconsin Apprenticeship 2-016
FIREFIGHTERS
Evaluation of Tutoring for Firefighter Examination 3-008
FISCAL POLICY—See also FEDERAL FUNDING
Impact of Fiscal Policies on Labor Supply 6-095
Where Have All the Dollars Gone? 1-014D
FLORIDA
Manpower Institutional Grant (1974), Memphis State University 6-003
FOOD SERVICE INDUSTRY
Career Progression Systems 3-041
Part-Time Employment in Food Services 6-049
Upgrading in the Food Service Industry 3-044
FOREIGN MANPOWER POLICY
American Reactions to Foreign Apprenticeship Practices 2-008
European Manpower Policies 6-211
FOREIGN TRADE AND INVESTMENTS
Adjustment to Freer Trade 6-016
Analysis of U.S. Footwear Industry 7-008
Changes in U.S. Market Share 7-003
Domestic Impacts of an Overvalued Currency 7-006, 7-005
Effects of Trade Liberalization on Trade and Employment by Industry 7-010
Effects of Trade Policies on Product and Labor Markets 7-004
Effects of U.S. Sugar Policies and Programs 7-007
Employment and Income: Puerto Rico Simulation Model 6-223

  - Employment Dislocation Early Warning System 7-025
  - Employment Effects of Foreign Investment and Trade 7-020
  - Employment Impact of Multinational Corporations 5-005
  - Foreign Trade Effects on Employment with Wharton Models 7-017
  - Impact of Foreign Trade and Investment on Labor 7-011
  - International Transfer of Industrial Technology 7-014
  - Laid-off Workers in Manufacturing 7-002
  - Price Response in Markets 7-016
  - Removing Restrictions on Imports of Steel 7-018
  - Supply Access Issues 7-022
  - Tariff Items 806.30 and 807.00 7-023
  - Trade Adjustment Assistance Program 7-009
  - Trade and Employment Effects of Multilateral Trade Liberalization 7-024
  - Trade and Employment in the Electronics Industry 7-021
  - U.S. Trade Policy: Formation and Effects 7-026
- Foremen—See SUPERVISION
- Four Day Workweek—See WORK SCHEDULES
- FRICTIONAL UNEMPLOYMENT
  - Effects of Adjustment Assistance on Displaced Workers 6-225
  - Exploratory Empirical Research on Secondary Labor Markets 6-227
  - Optimal Timing of Training Subsidies 6-243
  - Turnover and Wage Dynamics, 1932-1972 6-084
- FRINGE BENEFITS
  - Labor Market and Private Retirement Systems 6-125
  - Manpower Utilization in the Homebuilding Industry 6-216
  - Maternity Leave Benefits 2-080
  - Retaining Problem Drinkers on the Job 2-004
  - Services for Workers at the Workplace 4-041
  - Sheltered Workshops and Handicapped Clients Survey 3-039
  - Supplemental Uses of the Workplace 4-044
- Fruit and Vegetable Harvesting—See FARMWORKERS

G

- GARNISHMENT OF WAGES
  - Sociological Aspects of Debt Entanglement 6-173
- GENERAL EDUCATIONAL DEVELOPMENT (GED) EXAMINATION
  - Developing a Model for Youth Education 3-005
  - Developing In-House Education for NYC-2 3-011
  - Effectiveness of Graham Associates Demonstration Project 2-100
  - Effectiveness of Graham Associates NEP on NYC-2 3-013
  - New Education Programing in Manpower Training Projects 2-094
- GEOGRAPHIC MOBILITY
  - Behavioral Model of Labor Force Migration 6-030
  - Career Patterns of 2 Year College Graduates 6-032
  - Economic Assimilation of Mexican Americans in Michigan 6-146
  - Economic/Psychological Analysis of Teacher Mobility 6-066
  - Emigration of Southern Blacks 6-070
  - Impact of Human Resources Policies on Geographic Mobility 5-001
  - Interstate Labor Force Migration 6-020
  - Job Search and Relocation Assistance Pilot Project 3-070
  - Labor Mobility and Income Change 6-234
  - Labor Relocation Assistance: Tuskegee Institute 6-126
  - Mississippi STAR Labor Mobility Project 3-072
  - Multiracial Work Forces in Coal, 1880-1930 6-092
  - National Longitudinal Surveys of Labor Force Behavior 4-021
  - Nonfarm Employment Problems of Farm Laborers 2-103
  - Occupational Licensing and Public Policy 5-012
  - Relationship between Employment, Unemployment, and Migration 4-015
  - Relocation: Policy and Economic Development 3-075
  - Review of Labor Market Analysis R&D 1-069
  - The Development of the Labor Force in San Francisco, 1870-1910 6-057
  - Wage Inflation and Regional Migration 6-059
  - Years for Decision 4-021B
- GEORGIA
  - Low-Income Families in Four Rural Counties 4-011
  - Manpower Institutional Grant (1974): Memphis State University 6-003
- GEORGIA, ATLANTA
  - Casual Labor in Temporary Help Jobs 4-026
  - Increasing Minority Women's Employment in Atlanta 2-048
  - Metropolitan Labor Market 4-002K
  - Supported Employment Planning in Atlanta 3-026
- GHETTO RESIDENTS
  - Chicago Youth Development Project 6-226
  - Community Elite Corps 2-086
  - Geographical Immobility and Low-Income Area Unemployment 6-082
  - Ghetto Economic Corporations 6-181
  - Good Jobs, Poor Jobs 4-002A
  - National Longitudinal Surveys of Labor Force Behavior 4-021
  - Work and Income in Urban Poverty Areas 4-025
- GI BILL OF RIGHTS—See also VETERANS
  - An Analysis of Training Under the GI Bill 2-051
- Garbagemen—See SANITATION WORKERS
- Geographic Immobility—See GEOGRAPHIC MOBILITY
- GEOGRAPHIC MOBILITY—See also MIGRATION, MOBILITY ASSISTANCE
- GHETTO RESIDENTS—See also INNER-CITY RESIDENTS
- GI BILL OF RIGHTS
  - Facilitating Employment of Disabled Veterans 2-052
  - Higher Education: The G.I. Bill of Rights 6-067
- Girls—See YOUNG WOMEN
- Goods Producing Industries—See MANUFACTURING
- Government Contract—See FEDERAL FUNDING
- GOVERNMENT POLICIES—See also FEDERAL FUNDING, MANPOWER POLICY
  - Bureaucratic Competition and Intergovernmental Relations 6-100
  - Cooperative Planning to Improve Occupational Regulation 5-002
  - Econometric Analysis of Effects of Labor Subsidies 5-015
  - Higher Education: The G.I. Bill of Rights 6-067
  - Impact of Fiscal Policies on Labor Supply 6-095
  - Job Satisfaction and Parolee Recidivism 1-056A
  - Labor Effort Disincentives of Negative Income Taxation 6-119
  - Labor Market Segmentation 4-005
  - Labor Market, Inflation, and Manpower Policy 4-004
  - Occupational Mobility Among Unionized Civil Service Employees 6-144
  - Optimal Timing of Training Subsidies 6-243
  - Public Service Employment for the Disadvantaged 6-158
- GOVERNMENT PROGRAM IMPACT ON MANPOWER
  - Employment Generated by New Government Contracts 5-018
  - Manpower Impact of Government Programs and Policies 5-008
  - WIN Tax Credit Program (Talmadge Amendments) 2-075A
- GOVERNMENT WORK—See also FEDERAL GOVERNMENT, STATE AND LOCAL GOVERNMENTS, CIVIL SERVICE
  - Labor in Nonprofit Industries and Government 4-010
  - Unionized New York Social Service Employees 6-183
- GREAT BRITAIN
  - Effect of Collective Bargaining on Low-Wage Employment 4-024
  - Public Assistance and Manpower Policy of Great Britain 6-248
- Guaranteed Job Program—See PUBLIC EMPLOYMENT PROGRAMS
- Guidance—See COUNSELING AND GUIDANCE
- GUIDELINES FOR MANPOWER PROGRAMS—See also MANPOWER PLANNING AND ADMINISTRATION, MANPOWER PROGRAM MANAGEMENT
  - Developing a Model for Youth Education 3-005
  - Drug Abuse Prevention in Youth Resident Centers 2-003
  - Effectiveness of Graham Associates Demonstration Project 2-100
  - Model Health Care Career Program 2-088
  - NYC Goes to Community College 2-095
  - NYC-2 Goes to Community College 2-089
  - Operation Young Adults: A Work Study Program 2-097
  - Survey and Analysis of In-School NYC Programs 1-010
  - Testing of Various Methodologies for Increasing Job Listings 1-054

H

- HANDBOOK
  - Handbook for Locating Employment Service Offices 1-052

- HANDBOOKS—See also INSTRUCTIONAL MATERIALS
  - Expansion of Pretrial Intervention Programs 2-025
  - Experimental Manpower Laboratory: Disadvantaged Youth 2-091
  - Experimental Manpower Laboratory: Social Systems Intervention 3-062
  - Facilitating Employment of Disabled Veterans 2-052
  - Facilitating the Adoption of New Procedures 1-005
  - Handbook for Employment of the Slow Learner 2-104, 2-105
  - Health Services Mobility Study (HSMS) 3-047
  - Mississippi STAR Labor Mobility Project 3-072
  - National Longitudinal Surveys of Labor Force Behavior 4-021
  - Offender Employment Restrictions 2-036
  - Paroling Authorities and Inmate Training 2-030
  - Prisoner Rehabilitation Through Behavior Modification 2-026
  - Project VEHTS 2-053
  - Public Service Employment and Upgrading Project in Vermont 3-020
  - Vocational Guidance in High School 3-016
- HANDICAPPED—(Projects dealing principally with this subject appear in Chapter 21.)
  - An Economic Evaluation of Vocational Rehabilitation in Louisiana 6-069
  - Employability Among the Visually Impaired 6-154
  - Employment of Handicapped in State Civil Service 4-034
  - Facilitating Employment of Disabled Veterans 2-052
  - Handbook for Employment of the Slow Learner 2-104
  - Labor Force Characteristics of Puerto Rican Migrants 2-040
  - Occupational Choice of the Blind 6-242
  - Project Volunteer Power 2-108
  - Sheltered Workshops and Handicapped Clients Survey 3-039
- HARDCORE—See also UNEMPLOYMENT
  - Experimental Manpower Laboratory: Disadvantaged Youth 2-091
  - Geographical Immobility and Low Income Area Unemployment 6-082
  - Program for Information on Manpower Services 1-047
- HAWAII
  - Computerized Charting for Benchmark Adjustment 1-013
  - Development of a Regional Computer-Based Management Information System 1-019
  - Manpower Institutional Grant (1974): San Francisco State University 6-011
- Heads of Families—See FAMILIES
- HEALTH
  - Adjusting to Employment Termination 6-208
  - Dual Careers 4-021D
  - Facilitating Employment of Disabled Veterans 2-052
  - Health of Working and Nonworking Poverty Mothers 2-078
  - Physical Rehabilitation and Employment of WIN Recipients 2-067
  - Pre Retirement Years 4-021A
  - Services for Workers at the Workplace 4-041
- HEALTH AND SAFETY ATTITUDES—See also OCCUPATIONAL SAFETY AND HEALTH
  - Effectiveness in Work Roles 4-047
- HEALTH CARE
  - Better Budgeting for Human Resource Programs 1-014C
  - Health of Working and Nonworking Poverty Mothers 2-078
  - Large City Budgeting for Human Resources Expenditures 4-002T
  - Noneconomic Impacts of Job Corps 2-101
  - Where Have All the Dollars Gone? 1-014D
  - Work Relationships in Medical Care Delivery 6-206
- HEALTH MANPOWER—See also PHYSICIANS, NURSES
  - Career Ladders for Lodging Industry Housekeepers 3-053
  - Demand and Training for Dental Hygienists 6-044
  - Expanding Benefits of Manpower Research Products 1-062
  - Expectancy Theory of Motivation 6-088
  - Four Day Workweek in Hospitals 6-097
  - Health Services Mobility Study (HSMS) 3-047
  - Manpower Impact of Government Programs and Policies 5-008
  - New Skill Content Translation into Vocational Education Curricula 3-009
  - Nursing Salary and Promotion Structure 6-241
  - Occupational Licensing and Public Policy 5-012
  - Occupational Licensure of Allied Health Programs 6-143
  - Proficiency Examinations for Medical Laboratory Workers 3-052
  - Project VEHTS 2-053
  - Restructuring Health Manpower Organizations 3-049
  - Upgrading Blue Collar and Service Workers 4-002O
  - Vocational Adjustment of Physician Assistants 6-196
  - Work Relationships in Medical Care Delivery 6-206
- Help Wanted Ads—See NEWSPAPER ADVERTISEMENTS
- High School Dropouts—See DROPOUTS
- HIGH SCHOOLS
  - Career Thresholds 4-021C
  - Coop Education in School-to-Work Transition 3-015
  - New Skill Content Translation into Vocational Education Curricula 3-009
  - Summer/In School NYC Vocational Exploration 2-102
  - Urban Teacher Attitudes Toward Male/Female Supervisors 6-039
  - Vocational Guidance in High School 3-016
- HIGH-LEVEL JOBS—See also ELITE OCCUPATIONS
  - Manpower R&D Activities of DOL/AEC 3-056
  - Successful Career Women 4-002Q
- HIGHWAY CONSTRUCTION
  - Urban Renewal Impact on Black Business 6-024
- HIRING PRACTICES—See also RECRUITMENT, JOB PLACEMENT
  - Attitudes Regarding the Public Employment Service 1-053
  - Casual Labor in Temporary Help Jobs 4-026
  - Econometric Model of Minority Hiring 6-064
  - Employer Attitudes Toward Ex-Offenders 6-210
  - Employer Practices in Hiring Addicts 2-002
  - Employment of Handicapped in State Civil Service 4-034
  - Executive Order 11598 and the Employment Service 1-039
  - Expanding Benefits of Manpower Research Products 1-062
  - Impact of Court Cases on Minority Employment 5-007
  - Institutional Racism 6-106
  - Minority Women in White Collar Jobs 2-046
  - Newspaper Advertisements as Labor Market Indicators 1-021
  - Organizational Analysis of Engineer Hiring 6-147
  - Predicting Job or Training Tenure 3-065
  - Prisoner Rehabilitation Through Behavior Modification 2-026
  - Review of Labor Market Analysis R&D 1-069
  - State Employment Service Professional Selection System 1-049
  - Wage Versus Job Competition 4-046
  - Women in Temporary Help Jobs 4-017
  - Workfare's Impact on Employable Welfare Recipients 2-079
- HIT—See HIGH INTENSITY TRAINING
- Homebuilding—See CONSTRUCTION INDUSTRY
- Homemakers—See HOUSEHOLD WORKERS
- Hometown Plans—See AFFIRMATIVE ACTION PLANS
- HOSPITALS—See also HEALTH MANPOWER
  - Four-Day Workweek in Hospitals 6-097
  - Health Services Mobility Study (HSMS) 3-047
  - Nursing Salary and Promotion Structure 6-241
  - Restructuring Health Manpower Organizations 3-049
- Hours of Work—See WORK SCHEDULES
- HOUSEHOLD WORKERS—See also HOUSEKEEPERS
  - Nonfarm Work by Farm Families 6-213
- HOUSEHOLDS—See also FAMILIES
  - Assets, Labor Supply, Consumption Over the Life Cycle 6-029
  - Nonfarm Work by Farm Families 6-213
- HOUSEKEEPERS—See also HOUSEHOLD WORKERS
  - Career Ladders for Lodging Industry Housekeepers 3-053
- HOUSING SEGREGATION—See also DESEGREGATION
  - Employment Decentralization and Minority Labor Supply 6-076
  - Housing Discrimination Effect on Negro's Commuting 6-077
- HUMAN CAPITAL—See also EDUCATION, TRAINING
  - An Analysis of Earnings Among Persons of Spanish Origin in the Midwest 6-018
  - Career Thresholds 4-021C
  - Dual Careers 4-021D
  - Dual Labor Market Theory 6-048
  - Employment Quality and Self Investment in Work 6-249
  - Household Heads, Job Search, and Quit Behavior 6-115
  - Logit Model With Reference to Wage Subsidies 6-212
  - Measuring Economic Value of Schooling Output 6-138
  - National Longitudinal Surveys Clearinghouse 4-021E
  - Psychological Influences on White Collar Pay 6-247
  - The Generation and Acceptance of Job Search 6-083

  Vocational Training Choices of Young Males 6-174
  Wage Inflation and Regional Migration 6-059
  Working Conditions, Wage Rates, and Human Capital 6-204
HUMAN RESOURCE DEVELOPMENT POLICY
  Better Budgeting for Human Resource Programs 1-014C
  California's Job Agent System 1-041
  Foundations of a Labor Market Information System 1-014
  Human Economy 4-002G
  Human Services Manpower Career Center 1-043
  Impact of Human Resources Policies on Geographic Mobility 5-001
  Large City Budgeting for Human Resources Expenditures 4-002T
  Wage Versus Job Competition 4-046
  Where Have All the Dollars Gone? 1-014D
HUMAN RESOURCES—See also MANPOWER PLANNING, RESEARCH, AND DEVELOPMENT
  Better Budgeting for Human Resource Programs 1-014C
  Human Economy 4-002G
  Human Resources in the U.S. and Japan 6-176
  Large City Budgeting for Human Resources Expenditures 4-002T
  Manpower Utilization in Local Government 4-002L
  The Future of the Metropolis 1-065
  Where Have All the Dollars Gone? 1-014D
HUMAN SERVICE AGENCIES
  Human Services Manpower Career Center 1-043
  Indigenous Nonprofessionals in Human Service Organizations 6-195
HUMAN SERVICE OCCUPATIONS
  Alternative Qualifications and Credentials for Upgrading Paraprofessionals 3-042
  Human Services Manpower Career Center 1-043
  Indigenous Nonprofessionals in Human Service Organizations 6-195

I

IDAHO
  Computerized Charting for Benchmark Adjustment 1-013
  Manpower Institutional Grant (1974): Oregon State University 6-009
Illegal Immigrants—See ALIENS
Illegal Occupations—See HUSTLING
ILLINOIS
  Manpower Institutional Grant (1974): Oakland University 6-007
  Perceived Occupational Similarities 6-245
ILLINOIS, CHICAGO
  Chicago Youth Development Project 6-226
  Employer Attitudes Toward Ex-Offenders 6-210
  Manpower and Economic Indicators and Forecasts 1-004
  Manpower Utilization in Local Government 4-002L
  Metropolitan Labor Market 4-002K
  Project VERTS 2-053
  White Collar Work 6-259
  Work and Income in Urban Poverty Areas 4-025
IMMIGRANTS—See also ALIENS
  Immigrants and the American Labor Market 4-016
  Immigrants in the Labor Force 4-020
  Labor Supply for Lower Level Occupations 4-019
  Mexican Illegal Aliens in Urban Labor Markets 6-132
IMMIGRATION—See also MIGRATION
  Immigrants and the American Labor Market 4-016
IMPACT OF MANPOWER POLICIES
  Bureaucratic Competition and Intergovernmental Relations 6-100
  Employment Impact of Federal Assistance for Minority Businesses 5-017
  Labor Market, Inflation, and Manpower Policy 4-004
  Manpower Impact of Government Programs and Policies 5-008
  Manpower Research and Formation of Policy 1-070
  Paternal Authority, Work Training, and Income Maintenance Programs 2-066
Impact Of Training—See TRAINING EFFECTIVENESS AND IMPACT
In School Programs—See NEIGHBORHOOD YOUTH CORPS
INCENTIVES—See also MOTIVATION, WORK INCENTIVE PROGRAM (WIN)
  Clearinghouse on Productivity and Quality of Working Life 1-016
  Decision to Participate in WIN (Michigan) 2-056
  Employee Participation in Pay Plan Development 4-048
  Future Orientation and Expectations as Success Predictors 6-093
  Incentives and Disincentives in WIN 2-062
  Labor Effort Disincentives of Negative Income Taxation 6-119
  Labor Market, Inflation, and Manpower Policy 4-004
  Prisoner Rehabilitation Through Behavior Modification 2-026
  Study of Unemployment Insurance Exhaustees 2-068
  Training Incentive Payments Program (TIPP) 3-055
  Unionized New York Social Service Employees 6-183
  Wage Inflation and Regional Migration 6-059
INCOME—See also EARNINGS, WAGES
  An Analysis of Earnings Among Persons of Spanish Origin in the Midwest 6-018
  Assets, Labor Supply, Consumption Over the Life Cycle 6-029
  Black and Ethnic Employment Patterns and Economic Performance 6-201
  Determinants of Economic Success 5-010
  Dual Labor Market 6-060
  Effects of Enrollment in Manpower Programs 1-061
  Employment and Income Consequence of Alternative Development Strategies 6-224
  Employment and Income: Puerto Rico Simulation Model 6-223
  Financial Resources of Released Prisoners 6-228
  Human Resources in the U.S. and Japan 6-176
  Inequality and Urban Crisis 6-104
  Job Training, Personality, and Labor Market Conditions 6-231
  Manpower Research and Formation of Policy 1-070
  National Longitudinal Surveys Clearinghouse 4-021E
  National Models of Factor Income Distribution 6-041
  Portland Concentrated Employment Program 6-130
  Psychological Influences on White Collar Pay 6-247
  Resource Adjustment and Mechanization in the Tobacco Industry 4-029
  Spanish Americans in the Labor Market 2-049
INCOME DIFFERENTIALS
  A Comparative Analysis of White, Black, and Latino Income Distributions 6-038
  Budgets, Earnings, and Work of Married Women 6-258
  Career Thresholds 4-021C
  Economic Status of Asians and Blacks in California 6-164
  Inequality and Urban Crisis 6-104
  Inflation and Distribution of Income 6-131
  Labor Mobility and Income Change 6-234
  National Longitudinal Surveys Clearinghouse 4-021E
  National Longitudinal Surveys of Labor Force Behavior 4-021
  National Models of Factor Income Distribution 6-041
  Sex Differences in Income Determination 6-051
INCOME MAINTANENCE
  Income Maintenance for Ex-Offenders with Related Analysis, Coordination, and Inf 2-022
INCOME MAINTENANCE
  Experimental Research and Income Maintenance Project for Ex-Offenders 2-028, 2-027
  Impact of Fiscal Policies on Labor Supply 6-095
  Income Maintenance for Ex-Offenders 2-033
  Income Maintenance Programs 6-078
  Inequality and Urban Crisis 6-104
  Microeconomic Model of the Distribution of Labor Income 6-140
  Public Assistance and Manpower Policy of Great Britain 6-248
INCOME TAX—See also NEGATIVE INCOME TAX, TAXES
  Tax Law Effect on Labor Supply of Married Women 6-099
INCOMES POLICY—See also ECONOMIC POLICY
  National Models of Factor Income Distribution 6-041
INDIAN MANPOWER PROGRAMS (CETA)
  Manpower Institutional Grant (1974): Oklahoma State University 6-008
  Model Urban Indian Centers 2-042

- INDIANA
  - Economic/Psychological Analysis of Teacher Mobility 6-066
  - Manpower Institutional Grant (1974): Oakland University 6-007
- INDIANA, INDIANAPOLIS
  - Affirmative Action Plans in Construction 5-013
- INDIANS
  - Economic Development in a Navaho Community 6-017
  - Manpower Institutional Grant (1974): Oklahoma State University 6-008
  - Manpower Research and Formation of Policy 1-070
  - Model Rural Youth Projects for Southwest 2-098
  - Model Urban Indian Centers 2-042
  - Rural Labor Markets 4-023
  - Spanish Americans in the Labor Market 2-049
- INDIGENOUS PERSONNEL
  - Indigenous Nonprofessionals in Human Service Organizations 6-195
  - Role Conflicts of Indigenous Welfare Aids 6-165
- INDIVIDUAL NEEDS ASSESSMENT—See also ASSESSMENT AND EVALUATION; ASSESSMENT OF APPLICANTS AND TRAINEES
  - Systems Approach to Taxonomy of Disadvantagement 3-067
- INDIVIDUALIZED INSTRUCTION
  - Prisoner Rehabilitation Through Behavior Modification 2-026
  - Staff Training for Basic Education 3-010
- INDUSTRIAL MANAGEMENT
  - American Engineers' Perception of Technology 6-167
  - Industrialization, Responses, and Uses of the Political System 6-103
  - Management Worker Collaboration in Job Structuring 1-071B
  - Organizational Climates and Human Relations 6-028
  - Services for Workers at the Workplace 4-041
- INDUSTRIAL MOBILITY
  - Good Jobs, Poor Jobs 4-002A
  - Industrial Development and Poverty in the Rural South 4-018
  - Labor Mobility and Income Change 6-234
  - Manpower Utilization in Labor Markets 4-037
  - Negro Employment in the South 2-045
- INDUSTRIAL PRACTICES
  - Upgrading of the Disadvantaged 3-043
- Industrial Projections—See ECONOMIC FORECASTING
- INDUSTRIAL RELATIONS—See also COLLECTIVE BARGAINING
  - Industrial Relations Information Service 6-215
  - Labor Market Segmentation 4-005
  - Manpower Utilization in Local Government 4-002L
  - Work and Values 4-002I
- INDUSTRIAL RELATIONS INFORMATION SERVICE
  - Industrial Relations Information Service 6-215
- INDUSTRIAL WORKERS
  - South Carolina's Industry Start Up Training Program 3-068
- Industries—See specific industry
- INDUSTRY PRACTICES
  - Black Male Professionals in Industry 4-052
  - Feasibility for Research on Public Utility Labor Market 4-035
  - Impact of Court Cases on Minority Employment 5-007
  - Impact of Laws Prohibiting Sex Discrimination 6-096
  - In Plant Upgrading and Mobility Patterns 3-050
  - Industrialization, Responses, and Uses of the Political System 6-103
  - Manpower R&D Activities of DOL/AEC 3-056
  - Maternity Leave Benefits 2-080
  - Metropolitan Labor Market 4-002K
  - National Longitudinal Surveys Clearinghouse 4-021F
  - Negro Employment in the South 2-045
  - Organizational Climates and Human Relations 6-028
  - Part Time Employment in Food Services 6-049
  - Total and Primary Factor Productivity 6-139
  - Unemployment in the Defense Industry 6-193
  - Upgrading in Private Industry 3-045
  - Upgrading in the Food Service Industry 3-044
  - WIN Tax Credit Program (Talmadge Amendments) 2-075A
  - Work and Values 4-002I
- INFLATION—See also UNEMPLOYMENT/INFLATION TRADEOFF
  - Demand and Supply Considerations of Expanded Public Employment Program 1-056E
  - Inflation and Distribution of Income 6-131
  - Long Run Tradeoff Between Unemployment and Inflation 6-188
  - Nonseparable Approach to Labor Market Substitution 6-184
  - Rate of Wage Inflation 6-056
  - Wage Inflation and Regional Migration 6-059
  - Where Have All the Dollars Gone? 1-014D
- Information Needs—See INFORMATION SYSTEMS
- INFORMATION SYSTEMS—See also LABOR MARKET INFORMATION; JOB INFORMATION SERVICE; MANPOWER SERVICES INFORMATION
  - Clearinghouse on Productivity and Quality of Working Life 1-016
  - Development of a Regional Computer-Based Management Information System 1-019
  - Development of an Opportunity Program Manpower Information System 1-018
  - Economic Assimilation of Mexican Americans in Michigan 6-146
  - Employment Generated by New Government Contracts 5-018
  - Industrial Relations Information Service 6-215
  - Intersystem Linkage and Research Utilization 1-064
  - Labor Market: An Information System 1-014B
  - Manpower Research and Formation of Policy 1-070
  - Metropolitan Labor Market: New York 1-014A
  - National Longitudinal Surveys Clearinghouse 4-021E
  - Public Service Employment and Upgrading Project in Vermont 3-020
- Inmates—See CORRECTIONS
- Immigration—See MIGRATION
- INNER-CITY RESIDENTS—See also GHETTO RESIDENTS
  - Chicago Youth Development Project 6-226
  - Getting and Keeping a Job—Puerto Ricans and Blacks 4-002E
  - Portland Concentrated Employment Program 6-130
  - Suburbanization and the City: The Metropolitan Labor Market 4-002M
  - The Future of the Metropolis 1-065
- INPUT-OUTPUT MODELS—See also MANPOWER PROJECTIONS
  - Demand for Workers in the U.S. Economy 6-085
  - Employment and Income: Puerto Rico Simulation Model 6-223
  - U.S. Trade Policy: Formation and Effects 7-026
- INSTITUTIONAL CHANGE
  - Changing Schedules of Work 4-032
  - Employment of Handicapped in State Civil Service 4-034
  - Texas Migrant Demonstration Project 3-074
  - Validation of Quality of Work Questionnaires 4-050
- INSTITUTIONAL GRANTS—(Projects dealing principally with this subject appear in Chapter 6A and 6B.)
- Institutional Racism—See RACIAL DISCRIMINATION
- INSTRUCTIONAL MATERIALS—See also EDUCATION, TRAINING; CURRICULUMS, HANDBOOKS, VIDEOTAPES
  - Basic Education Services in Manpower Training Programs 3-002
  - Developing a Model for Youth Education 3-005
  - Developing In-House Education for NYC-2 3-011
  - Effectiveness of Graham Associates Demonstration Project 2-100
  - Effectiveness of Graham Associates NEP on NYC-2 3-013
  - Facilitating the Adoption of New Procedures 1-005
  - Manpower Institutional Grant (1974): Boston University 6-001
  - Manpower Institutional Grant (1974): Memphis State University 6-003
  - Manpower Institutional Grant (1974): North Carolina A&T State University 6-006
  - Manpower Institutional Grant (1974): Oakland University 6-007
  - Manpower Institutional Grant (1974): Oklahoma State University 6-008
  - Manpower Institutional Grant (1974): Oregon State University 6-009
  - Manpower Institutional Grant (1974): Pan American University 6-010
  - Manpower Institutional Grant (1974): San Francisco State University 6-011
  - Manpower Institutional Grant (1974): SUNY (Buffalo) 6-005
  - Manpower Institutional Grant (1974): University of Houston 6-002
  - Manpower Institutional Grant (1974): University of Missouri - Columbia 6-004

  - Manpower Institutional Grant (1974): University of Utah 6-012
  - Manpower Institutional Grant (1974): West Virginia University 6-013
  - Manpower Policy and Programs—A Planning Project 6-236
  - Multiproject Demonstration of Manpower Development 1-007
  - New Education Programing in Manpower Training Projects 2-094
  - Prisoner Rehabilitation Through Behavior Modification 2-026
  - Vocational Guidance in High School 3-016
- INSTRUCTORS—See also TEACHERS
  - Basic Education Services in Manpower Training Programs 3-002
  - Developing In-House Education for NYC-2 3-011
  - Multiproject Demonstration of Manpower Development 1-007
- Intelligence—See MENTAL ABILITY
- Intelligence Testing—See TESTING
- INTERAGENCY RELATIONS
  - Bureaucratic Competition and Intergovernmental Relations 6-100
  - Computerized Interarea Job Clearance System 1-027
  - Cooperative Manpower Planning for Nonmetropolitan Populations 1-002
  - Experimental Manpower Laboratory: Disadvantaged Youth 2-091
  - Impediments to Alliance of WIN/CETA 1-008
- INTERFIRM MOBILITY
  - Career Thresholds 4-021C
  - Household Heads, Job Search, and Quit Behavior 6-115
  - Intraorganizational Occupational Mobility 6-110
  - Labor Mobility and Income Change 6-234
  - Manpower Utilization in Labor Markets 4-037
  - Pre-Retirement Years 4-021A
  - Years for Decision 4-021B
- INTERNAL LABOR MARKET—See also UPGRADING
  - Career Progression Systems 3-041
  - Feasibility for Research on Public Utility Labor Market 4-035
  - Integration of Women into Male-Oriented Jobs 4-036
  - Manpower Training Programs for Women 6-134
  - Manpower Utilization in Labor Markets 4-037
  - Occupational Licensure of Allied Health Programs 6-143
  - Pilot Manpower Training Advisory Service for Employers 4-040
  - Public Utility Internal Labor Market Study 4-043
  - Training Incentive Payments Program (TIPP) 3-055
  - Upgrading in Private Industry 3-045
- INTERNATIONAL MANPOWER
  - Employment Impact of Multinational Corporations 5-005
  - European Manpower Policies 6-211
  - Experimental Manpower Laboratory: Disadvantaged Youth 2-091
  - Military Labor Markets 6-152
- International Trade—See FOREIGN TRADE AND INVESTMENTS
- Interorganizational Relations—See INTERAGENCY RELATIONS
- INTERSYSTEM LINKAGES
  - Alternatives to Incarceration 2-021
  - Computerized Interarea Job Clearance System 1-027
  - Drug Abuse Prevention in Youth Resident Centers 2-003
  - Facilitating the Adoption of New Procedures 1-005
- Intrametropolitan—See METROPOLITAN
- INVESTMENT—See also RETURNS ON EDUCATIONAL INVESTMENT
  - Human Resources in the U.S. and Japan 6-176
  - International Comparison of Advances in Productivity 7-013
  - Investment Priorities in Urban Black Communities 6-055
  - National Longitudinal Surveys Clearinghouse 4-021E
  - Rates of Return to Educational Investment 6-160
- IOWA
  - Manpower Institutional Grant (1974): University of Missouri - Columbia 6-004
  - Model NYC Programs for Rural Youth 2-090
- IRIS—See INDUSTRIAL RELATIONS INFORMATION SERVICE

J

- JAPAN
  - Bridges to Work for Young People 4-002B
  - Effect of Collective Bargaining on Low Wage Employment 4-024
  - Human Resources in the U.S. and Japan 6-176
  - Preparation for Work 4-002R
  - Total and Primary Factor Productivity 6-139
  - Wage Differentials in Japanese Manufacturing 6-159
  - Youth Labor Market: International Variations 4-002P
- Jet—See JOBS, EDUCATION AND TRAINING
- JOB AGENT SYSTEM
  - California's Job Agent System 1-041
- JOB ANALYSIS
  - Demand and Supply Considerations of Expanded Public Employment Program 1-056D, 1-056E
  - Handbook for Employment of the Slow Learner 2-104
  - Health Services Mobility Study (HSMS) 3-047
  - Human Services Manpower Career Center 1-043
  - New Skill Content Translation into Vocational Education Curricula 3-009
  - Ohio ES Upgrading Program 3-057
  - OJT for Precision Machinist Apprentices 2-005
  - Performance Based Apprentice Training 2-009
  - Public Service Employment vs. the Private Sector 1-056C
  - Restructuring Health Manpower Organizations 3-049
  - Review of Job Analysis R&D 1-068
  - State Employment Service Professional Selection System 1-049
  - Task Modules for Validation of BOLT 3-004
  - Upgrading in Agriculture 3-040
  - Upgrading in the Food Service Industry 3-044
  - Validation of Quality of Work Questionnaires 4-050
- JOB APPLICANTS
  - Behavioral Model of Labor Force Migration 6-030
  - Executive Order 11598 and the Employment Service 1-039
  - Experimental Design of Net Benefit Analysis of the Employment Service 1-042
  - Experimental Manpower Laboratory: Social Systems Intervention 3-062
  - Job Offer Response and Labor Market Conditions 6-246
  - Labor Market for Policemen 6-025
  - Organizational Analysis of Engineer Hiring 6-147
  - Predicting Job or Training Tenure 3-065
- Job Attitudes—See WORK ATTITUDES
- JOB BANK—See also JOB INFORMATION SERVICE, JOB LISTING
  - Computerized Interarea Job Clearance System 1-027
  - Job Bank: A Case Study 1-031
  - Job Search and Relocation Assistance Pilot Project 3-070
- Job Coaching—See COACHING
- JOB CORPS—See also RESIDENTIAL JOB CENTERS
  - Drug Abuse Prevention in Youth Resident Centers 2-003
  - New Education Programing in Manpower Training Projects 2-094
  - Noneconomic Impacts of Job Corps 2-101
- JOB CREATION—See also PUBLIC EMPLOYMENT PROGRAMS, WORK EXPERIENCE PROGRAMS, WAGE SUBSIDIES, SUPPORTED EMPLOYMENT
  - Econometric Analysis of Effects of Labor Subsidies 5-015
  - Federal Employment Programs to Raise Low Earnings 1-056B
  - Manpower Impacts of a Credit Economy 4-002U
  - Public Employment Programs in Wisconsin 6-157
  - WIN/Welfare Tax Credits 2-055
- JOB DESCRIPTION—See also JOB ANALYSIS
  - Job Stigma and Self Esteem 6-117
  - Working Conditions, Wage Rates, and Human Capital 6-204
- JOB DEVELOPMENT
  - Experimental Manpower Laboratory: Disadvantaged Youth 2-091
  - Improvement of Employer Services in the Employment Service 1-044
  - Improving Entry of Minority Women into Professional and Managerial Jobs 2-041
  - Increasing Minority Women's Employment in Atlanta 2-048
  - Increasing Minority Women's Employment in Houston 2-047
  - Minority Women in White-Collar Jobs 2-046
  - Prisoner Rehabilitation Through Behavior Modification 2-026
  - Program for Information on Manpower Services 1-047
  - Project VEHTS 2-053
  - Testing of Various Methodologies for Increasing Job Listings 1-054

- JOB ENRICHMENT—See also QUALITY OF EMPLOYMENT
  - Validation of Quality of Work Questionnaires 4-050
- JOB INFORMATION SERVICE—See also JOB BANK; JOB MATCHING; LABOR MARKET INFORMATION
  - Design of a Labor Market Information System 1-029
  - Labor Market Information System Design and Use 1-028
  - Localized Job Search Information System 1-032
  - Measuring Effectiveness of Job Information Service of USES 1-026
- JOB LISTING—See also MANDATORY JOB LISTING
  - Executive Order 11598 and the Employment Service 1-039
  - Improvement of Employer Services in the Employment Service 1-044
  - Labor Exchange Role: ES vs. Want Ads 1-015
  - Newspaper Ads and Employment Service Job Orders 1-021A
  - Testing of Various Methodologies for Increasing Job Listings 1-054
- JOB LOCATION—See also COMMUTING
  - Cooperative Manpower Planning for Nonmetropolitan Populations 1-002
  - Job Search for Male Youth 6-037
  - Labor Market Information System Design and Use 1-028
  - Manpower Conflicts and Resolutions 4-002S
  - Wage Inflation and Regional Migration 6-059
- JOB LOSS—See also EMPLOYMENT TERMINATION; LAYOFFS
  - Adjusting to Employment Termination 6-208
  - Effect of Social Support on the Consequences of Job Loss 6-105
  - Emotional Reactions of Workers Who Lost Jobs in a Plant Closing 6-089
  - Weaponsmakers: Role Orientations of Scientists and Engineers 6-200
- JOB MATCHING—See also MAN/JOB MATCHING
  - Agricultural Economists' Computerized Job Matching 1-017
  - Attitudes Regarding the Public Employment Service 1-053
  - Computerized Construction LMI and Job Dispatching 1-020
  - Employment Enabling Services For Women 2-081
  - Exploratory Empirical Research on Secondary Labor Markets 6-227
  - Job Bank: A Case Study 1-031
  - On-Line Use of Job Information in Local ES Office 1-030
  - Predicting Job or Training Tenure 3-065
  - R&D Strategy Design for the Employment Service 1-063
- Job Opportunities—See EMPLOYMENT OPPORTUNITIES
- JOB OPPORTUNITIES IN THE BUSINESS SECTOR (JOBS)
  - Company Programs to Retain the Disadvantaged 6-148
  - Evaluation of NAB-JOBS for Disadvantaged 6-086
  - Executive Sabbatical Program 1-035
  - Guaranteed Job Program 6-050
  - Handbook for Employment of the Slow Learner 2-105
  - Manpower Utilization in Labor Markets 4-037
  - Program for Information on Manpower Services 1-047
  - WIN Demonstration Project Design 2-059
- JOB PERFORMANCE
  - Better Budgeting for Human Resource Programs 1-014C
  - Clearinghouse on Productivity and Quality of Working Life 1-016
  - Company Programs to Retain the Disadvantaged 6-148
  - Job Finding and Performance of Addicts/Ex-Addicts 2-001
  - Large City Budgeting for Human Resources Expenditures 4-002T
  - Nursing Salary and Promotion Structure 6-241
  - Performance Standards for Employment Service Functions 1-038
  - Pilot Manpower Training Advisory Service for Employers 4-040
  - Retaining Problem Drinkers on the Job 2-004
  - State Employment Service Professional Selection System 1-049
  - Vocational Adjustment of Physician Assistants 6-196
- JOB PLACEMENT
  - Income Maintenance for Ex-Offenders with Related Analyses, Coordination, and Inf 2-022
  - Bridges to Work for Young People 4-002B
  - Capability of Black Colleges to Meet Community Needs 1-051
  - Casual Labor in Temporary Help Jobs 4-026
  - Chicago Youth Development Project 6-226
  - Coop Education in School-to-Work Transition 3-015
  - Employment Enabling Services For Women 2-081
  - Evaluation of a Computerized Job-Matching System 2-061
  - Executive Order 11598 and the Employment Service 1-039
  - Experimental Design of Net Benefit Analysis of the Employment Service 1-042
  - Experimental Research and Income Maintenance Project for Ex-Offenders 2-027, 2-028
  - Facilitating Employment of Disabled Veterans 2-052
  - Factors Affecting Earnings of Workers Terminated In Plant Closure 6-230
  - Flexible Work Schedules for Welfare Participants 2-069
  - Improvement of Employer Services in the Employment Service 1-044
  - Improving Entry of Minority Women into Professional and Managerial Jobs 2-041
  - Income Maintenance for Ex-Offenders 2-033
  - Increasing Minority Women's Employment in Atlanta 2-048
  - Increasing Minority Women's Employment in Houston 2-047
  - Job Patterns for WIN Terminees 2-064
  - Job Placement Services in Colleges 2-038
  - Job Search Survey 4-003
  - Mail-Matching of Applicants and Jobs 6-221
  - Manpower R&D Activities of DOL/AEC 3-056
  - Measuring Effectiveness of Job Information Service of USES 1-026
  - On-Line Use of Job Information in Local ES Office 1-030
  - Performance Standards for Employment Service Functions 1-038
  - Physical Rehabilitation and Employment of WIN Recipients 2-067
  - Predicting Job or Training Tenure 3-065
  - Program for Information on Manpower Services 1-047
  - R&D Strategy Design for the Employment Service 1-063
  - Review of Labor Market Analysis R&D 1-069
  - Sheltered Workshops and Handicapped Clients Survey 3-039
  - Texas Migrant Demonstration Project 3-074
  - Use of Biographical Information System in WIN and Food Stamp Programs 3-059
  - Vocational Guidance in High School 3-016
  - Women in Temporary Help Jobs 4-017
  - Work and Welfare Patterns of Low-Income Families 2-073
  - Youth in WIN 2-075
- Job Referral—See JOB PLACEMENT
- JOB RESTRUCTURING—(Projects dealing principally with this subject appear in Chapter 3D.) See also UPGRADING
  - Implementation of Job Design 6-101
  - Management-Worker Collaboration in Job Structuring 1-071B
  - Manpower Conflicts and Resolutions 4-002S
  - Manpower Planning in the Steel Industry 4-002D
  - Review of Job Analysis R&D 1-068
  - Upgrading in Private Industry 3-045
  - Validation of Quality of Work Questionnaires 4-050
- JOB RETENTION—See also EMPLOYMENT TERMINATION
  - Day Care Center for Department of Labor Employees 2-076
  - Employee Participation in Pay Plan Development 4-048
  - Flexible Work Schedules for Welfare Participants 2-069
  - Labor Market Behavior of Male Youth 6-118
  - Labor Turnover Among Adult Women 6-123
  - National Longitudinal Surveys Clearinghouse 4-021E
  - Pre-Retirement Years 4-021A
  - Predicting Job or Training Tenure 3-065
  - Retaining Problem Drinkers on the Job 2-004
  - Use of Biographical Information System in WIN and Food Stamp Programs 3-059
  - Work and Lifestyle Organization 6-203
  - Youth in WIN 2-075
- JOB SATISFACTION—See also WORK ATTITUDES; MOTIVATION
  - Black Male Professionals in Industry 4-052
  - Bureaucratic Predisposition and Job Requirements 4-055
  - Changing Schedules of Work 4-032
  - Clearinghouse on Productivity and Quality of Working Life 1-016
  - Dual Careers 4-021D
  - Early Career Alienation and Socioeconomic Attainment 6-061
  - Economic/Psychological Analysis of Teacher Mobility 6-066
  - Effectiveness in Work Roles 4-047
  - Effects of Job and Life Stress on Job-Related Strain 6-114
  - Employee Participation in Job Structuring 4-038

Employee Participation in Pay Plan Development 4-048
Expectancy Theory Cognitions for Salaried Employees 6-087
Job Satisfaction and Parolee Recidivism 1-056A
Management-Worker Collaboration in Job Structuring 1-071B
Manpower Conflicts and Resolutions 4-002S
Manpower Frontier: Education, Guidance, Work 4-002H
Multijobholding in Wichita 6-240
Noneconomic Impacts of Job Corps 2-101
Organizational Experience and Employee Work Attitudes 4-049
Part-Time Employment in Food Services 6-049
Phenomenology of Human Labor 6-151
Pre-Retirement Years 4-021A
Role Conflicts of Indigenous Welfare Aids 6-165
Services for Workers at the Workplace 4-041
Social Network Effects on Employment 6-256
Supplemental Uses of the Workplace 4-044
The Impact of the Work Environment on Life Outside the Job 6-098
Unionized New York Social Service Employees 6-183
Validation of Quality of Work Questionnaires 4-050
Weaponsmakers: Role Orientations of Scientists and Engineers 6-200
What [illegible] Work 6-259
Why Do Blacks and Women Have High Unemployment Rates? 6-[illegible]
Work Attitudes and Labor Market Experience [illegible]
Work Attitudes and [illegible] of Young Men 6-073
Work Expectations of Youth 4-056
Work for [illegible] 4-0[illegible]B
JOB SEARCH—See also [illegible] EMPLOYMENT SERVICE [illegible] INFORMATION SERVICE
[illegible] 6-02[illegible]
[illegible] 1-0[illegible]
Career Planning [illegible] College Graduates 6-022
Casual Labor [illegible] Temporary Day Jobs 4-028
[illegible] Job Information System [illegible]
[illegible] in the Labor Force 4-032
[illegible] Labor Market Information [illegible] 1-020
Dual Careers 4-021D
Economic Assimilation of Mexican Americans in Michigan 6-146
Employment of Recent College Graduates 6-018
[illegible] 2-017
Expectancy Theory of Motivation 6-088
Facilitating Employment of Disabled Veterans 2-052
Household Heads: Job Search and Quit Behavior 6-115
Implications of Job Search Theory 6-139
Job Finding and Performance of [illegible] Adults 2-061
Job Information Center 1-019
Job Offer Response and Labor Market Conditions 6-216
Job Search and Relocation Assistance Pilot Project 3-070
Job Search Behavior and Duration 6-116
Job Search for Male Youth 6-017
Job Search Survey 4-003
Labor Market Experience for Engineers 2-016
Labor Market for Scientific Personnel 6-124
Localized Job Search Information System 1-032
Male Youth Job Search: A Binomial Analysis 6-071
Measuring Effectiveness of Job Information Service of USES 1-026
Newspaper Advertisements as Labor Market Indicators 1-021
Public Employment Programs in Wisconsin 6-157
Rate of Wage Inflation 6-056
Review of Labor Market Analysis R&D 1-069
Search Unemployment and the Phillips Curve 6-102
Social Network Effects on Employment 6-256
Streetcorner Shapeup Jobholders 4-008
Study of Unemployment Insurance Exhaustees 2-068
Studying Wage Changes With a Simulation of the Labor Market 6-180
The Female Insured Unemployed 6-090
The Generation and Acceptance of Job Search 6-083
Unemployment Duration, Compensation, and Job Search 6-192
Unemployment in the Defense Industry 6-193
Women in Temporary Help Jobs 4-017
Work Expectations of Youth 4-056
JOB STABILITY
Future Orientation and Expectations as Success Predictors 6-093
Labor Market Behavior of Male Youth 6-118
Retaining Problem Drinkers on the Job 2-004
Unions and Labor Market Segmentation 6-194
Welfare Careers and Low-Wage Employment 2-071
JOB STRUCTURE—See also OCCUPATIONAL STRUCTURE
Career Progression Systems 3-041
Employee Participation in Job Structuring 4-038
Good Jobs, Poor Jobs 4-002A
Human Services Manpower Career Center 1-043
Metropolitan Labor Market 4-002K
Quality of Work Bibliography 4-051
Job Success—See CAREER PATTERNS
Job Tenure—See JOB RETENTION
Job Training—See ON-THE-JOB TRAINING (OJT)
JOB TRIALS
Experimental Job Trials 3-063
JOBS—See JOB OPPORTUNITIES IN THE BUSINESS SECTOR (JOBS)
Jobseekers Self Help—See SELF-HELP FOR JOBSEEKERS
Jobseeking Methods—See JOB SEARCH
JOURNEYMEN
Journeyman Upgrading Programs in Construction 3-046
Training and Entry into Union Construction: People, Jobs, Income 2-008
Juvenile Delinquency—See CORRECTIONS
Juveniles—See YOUTH

K

KANSAS
Manpower Institutional Grant (1974): University of Missouri–Columbia 6-041
KENTUCKY
Manpower Institutional Grant (1974): Memphis State University 6-005

L

LABOR CERTIFICATION PROGRAM—See also ALIENS; FARMWORKERS
Immigrants and the American Labor Market 4-016
Immigrants in the Labor Force 4-020
Mexican Illegal Aliens in Urban Labor Markets 6-132
LABOR DEMAND (Projects dealing principally with this subject appear in Chapter 4A.) See also MANPOWER NEEDS; ELASTICITY OF LABOR DEMAND
Analysis of U.S. Footwear Industry 7-008
Bridges to Work for Young People 4-002B
Changes in U.S. Market Share 7-003
Citrus Labor Market Demonstration Project 4-007
Coal Industry's Manpower Needs Study 4-027
Demand and Supply Considerations of Expanded Public Employment Program 1-056D
Demand and Training for Dental Hygienists 6-044
Demand for Municipal Employees 6-047
Demand for Workers in the U.S. Economy 6-085
Design of a Labor Market Information System 1-029
Effects of Trade Policies on Product and Labor Markets 7-004
Employment Effects of Foreign Investment and Trade 7-020
Exploratory Empirical Research on Secondary Labor Markets 6-227
Foreign Trade Effects on Employment with Wharton Models 7-017
Growth of Service Employment 4-002J
Human Economy 4-002G
Impact of Foreign Trade and Investment on Labor 7-011
Impact of Laws Prohibiting Sex Discrimination 6-096
Interarea Educational Earnings Differentials 6-107
International Transfer of Industrial Technology 7-014
Labor Adjustment to Employment Reductions 7-019
Labor Force Participation of Married Women 6-121
Labor in Nonprofit Industries and Government 4-010
Labor Supply for Lower Level Occupations 4-019
Localized Job Search Information System 1-032

Male and Female Wage and Employment Differences 6-149
Manpower Impact of Government Programs and Policies 5-008
Newspaper Advertisements as Labor Market Indicators 1-021
Permanent Part-Time Employment: Exploratory Analysis 4-039
Potential of Wage Subsidies 3-023
Removing Restrictions on Imports of Steel 7-018
Resource Adjustment and Mechanization in the Tobacco Industry 4-029
Short- and Long-Run Demand for Labor Services 6-046
Tariff Items 806.30 and 807.00 7-023
Temporary Involuntary Unemployment 7-012
Trade Adjustment Assistance Program 7-009
Trade and Employment Effects of Multilateral Trade Liberalization 7-024
Trade and Employment in the Electronics Industry 7-021
Turnover and Wage Dynamics, 1932-1972 6-084
U.S. Trade Policy: Formation and Effects 7-026
Unemployment in the Defense Industry 6-193
Wage Inflation and Regional Migration 6-059
Youth in the Labor Market: A Cross-Sectional Analysis 6-207

LABOR FORCE—(Projects dealing principally with this subject appear in Chapter 4A and 4B.)
A Study of Swapping 6-205
Employment Dislocation Early Warning System 7-025
Labor Adjustment to Employment Reductions 7-019
Microeconomic Model of the Distribution of Labor Income 6-140
Review of Labor Market Analysis R&D 1-069
U.S. Trade Policy: Formation and Effects 7-026

LABOR FORCE BEHAVIOR—See also LABOR MARKET BEHAVIOR
Adolescent Social System Impact on Occupational Achievement 6-091
An Analysis of Imperfect Information in the Labor Market 6-019
Black/White Teenage Occupational Employment Determinants 6-054
Dynamic Analysis of Labor Force Behavior of Men and Youth 6-219
Emergence of a Service Society 4-001
Employment of Married Women With Children 6-122
Immigrants and the American Labor Market 4-016
Impact of Fiscal Policies on Labor Supply 6-095
Implications of Job Search Theory 6-189
Incentives and Disincentives in WIN 2-062
Job Patterns for WIN Terminees 2-064
Job Search Survey 4-003
Labor Force Characteristics of Puerto Rican Migrants 2-040
Labor Force Occupations and Technological Change 6-187
Labor Force Participation and Mothers' Fertility 6-120
Labor Market Behavior of Male Youth 6-118
Low-Income Families in Four Rural Counties 4-011
Market Differentials and Labor Force Behavior 6-136
National Longitudinal Surveys Clearinghouse 4-021E
Study of Unemployment Insurance Exhaustees 2-068
Suburbanization and the City: The Metropolitan Labor Market 4-002M
Training Incentive Payments Program (TIPP) 3-055
Welfare Dependency and Low Income Labor Markets 4-030
Work and Values 4-002I
Work Attitudes and Occupational Experience of Young Men 4-053
Work Expectations of Youth 4-056

LABOR FORCE PARTICIPATION—See also LABOR SUPPLY
Birth Expectations and Work Experience 4-012
Births and Women's Labor Force Participation 6-190
Budgets, Earnings, and Work of Married Women 6-258
Casual Labor in Temporary Help Jobs 4-026
Changes in Labor Force Participation 6-034
Contribution of Social Resources in the Labor Force 6-042
Coop Education in School-to-Work Transition 3-015
Dual Careers 4-021D
Econometric Analysis of Effects of Labor Subsidies 5-015
Effect of Unemployment on Labor Force Participation 6-217
Employment Characteristics of Chinese Americans 4-013
Employment Decentralization and Minority Labor Supply 6-076
Employment of Married Women With Children 6-122
Factors Affecting Earnings of Workers Terminated In Plant Closure 6-230
Fertility and Labor Participation of Married Women 6-253
Flexible Work Schedules for Welfare Participants 2-069
Guaranteed Job Program 6-050
Immigrants in the Labor Force 4-020
Income Maintenance Programs 6-078
Interrelationship Between Female Employment and Fertility 6-109
Intraorganizational Occupational Mobility 6-110
Labor Force Characteristics of Puerto Rican Migrants 2-040
Labor Force Mobility of Females 6-023
Labor Force Participation and Mothers' Fertility 6-120
Labor Force Participation of Married Women 6-121
Labor Market, Inflation, and Manpower Policy 4-004
Labor Supply for Lower-Level Occupations 4-019
Life Cycle Time Allocation of Families 6-129
Manpower Research and Formation of Policy 1-070
Migration Bias in Labor Force Participation Rates 6-169
National Longitudinal Surveys Clearinghouse 4-021E
Pre-Retirement Years 4-021A
Private Pensions and Involuntary Retirement 4-042
Short- and Long-Run Demand for Labor Services 6-046
Social Inequality and Labor Force Participation 6-171
Spanish Americans in the Labor Market 2-049
The Female Insured Unemployed 6-090
The Generation and Acceptance of Job Search 6-083
Women and the American Occupational Structure 6-261
Women in Temporary Help Jobs 4-017
Work and Income in Urban Poverty Areas 4-025
Years for Decision 4-021B
Youth in the Labor Market: A Cross-Sectional Analysis 6-207
Youth Labor Market: International Variations 4-002P

LABOR LAWS—See also Specific Laws
Industrialization, Responses, and Uses of the Political System 6-103
State Labor Legislation for Women 6-035

LABOR MARKET—(Projects dealing principally with this subject appear in Chapter 4.)
A Study of Swapping 6-205
Crime, Punishment, and the Labor Process 6-133
Interindustry Wage Differentials Among Unionized Truck Drivers 6-108
Labor Market in Open Macroeconomic Model 7-015
Microeconomic Model of the Distribution of Labor Income 6-140
National Longitudinal Surveys of Labor Force Behavior 4-021
Psychological Influences on White-Collar Pay 6-247
The Development of the Labor Force in San Francisco, 1870-1910 6-057
The Structure of Youth Labor Markets 6-179

LABOR MARKET AREAS—See also CETA SERVICES AND PLANNING
Advanced Service Metropolis 4-002F
An Analysis of Mature Regions 6-021
Labor Market Information for Local Delivery of Manpower Services 1-025
Labor Market: An Information System 1-014B
South Carolina's Industry Start-Up Training Program 3-068
The Development of the Labor Force in San Francisco, 1870-1910 6-057
Unemployment and Commuting Within Geographical Areas 6-251
Wage Inflation and Regional Migration 6-059

LABOR MARKET BEHAVIOR—See also LABOR FORCE BEHAVIOR
An Analysis of Imperfect Information in the Labor Market 6-019
An Analysis of Mature Regions 6-021
Birth Expectations and Work Experience 4-012
Career Development 4-007
Career Patterns of 2-Year College Graduates 6-032
Career Thresholds 4-021C
Crime, Punishment, and the Labor Process 6-133
Demand for Labor of Uncertain Quality 6-045
Design of a Labor Market Information System 1-029
Dual Careers 4-021D
Economics of Sex Discrimination 6-073
Facilitating Employment of Disabled Veterans 2-052

  - Getting and Keeping a Job—Puerto Ricans and Blacks 4-002E
  - Human Economy 4-002G
  - Interface of Work and Welfare 4-002C
  - Job Training, Personality, and Labor Market Conditions 6-231
  - Labor Exchange Role: ES vs. Want Ads 1-015
  - Labor Force Mobility of Females 6-023
  - Labor Market and Private Retirement Systems 6-125
  - Labor Market Experience for Engineers 2-018
  - Labor Market for Policemen 6-025
  - Labor Market for Scientific Personnel 6-124
  - Labor Market Information Systems and the Disadvantaged 1-024
  - Labor Market, Inflation, and Manpower Policy 4-004
  - Manpower Frontier: Education, Guidance, Work 4-002H
  - Manpower Research and Formation of Policy 1-070
  - Metropolitan Labor Market 4-002K
  - National Longitudinal Surveys Clearinghouse 4-021E
  - Newspaper Ads and Employment Service Job Orders 1-021A
  - Newspaper Advertisements as Labor Market Indicators 1-021
  - Nonseparable Approach to Labor Market Substitution 6-184
  - Permanent Part-Time Employment: Exploratory Analysis 4-039
  - Pre Retirement Years 4-021A
  - Public Employment Programs in Wisconsin 6-157
  - Search Unemployment and the Phillips Curve 6-102
  - Streetcorner Shapeup Jobholders 4-008
  - Studying Wage Changes With a Simulation of the Labor Market 6-180
  - The Structure of Youth Labor Markets 6-179
  - Women in Temporary Help Jobs 4-017
  - Women's Postgraduate Employment 6-222
  - Work and Income in Urban Poverty Areas 4-025
  - Work Attitudes and Labor Market Experience 4-054
  - Work Attitudes and Occupational Experience of Young Men 4-053
  - Working Conditions, Wage Rates, and Human Capital 6-204
  - Years for Decision 4-021B
  - Youth Labor Market: International Variations 4-002P

- Labor Market Entrants—See TRANSITION TO WORK
- Labor Market Experience—See LABOR MARKET BEHAVIOR
- Labor Market Indicators—See LABOR MARKET INFORMATION
- LABOR MARKET INFORMATION—(Projects dealing principally with labor market information systems appear in Chapter 1B.)
  - Career Information System 1-012
  - Computerized Charting for Benchmark Adjustment 1-013
  - Computerized Construction LMI and Job Dispatching 1-020
  - Contribution of Social Resources in the Labor Force 6-042
  - Decisionmaking Matrix and Resource Allocation Model 1-003
  - Design of a Labor Market Information System 1-029
  - Determinants of Occupational Upgrading 6-209
  - Development of a Regional Computer Based Management Information System 1-019
  - Emergence of a Service Society 4-001
  - Employment and Shifts in the Phillips Curve 6-168
  - Employment Enabling Services For Women 2-081
  - Employment Generated by New Government Contracts 5-018
  - Employment Impact of Multinational Corporations 5-005
  - Experimental Manpower Laboratory: Disadvantaged Youth 2-091
  - Feasibility of Computerized Manpower System for Construction Industry 1-022
  - Foundations of a Labor Market Information System 1-014
  - Human Economy 4-002G
  - Job Bank: A Case Study 1-031
  - Job Information Center 1-023
  - Labor Exchange Role: ES vs. Want Ads 1-015
  - Labor Market Information for Local Delivery of Manpower Services 1-025
  - Labor Market Information System Design and Use 1-028
  - Labor Market Information Systems and the Disadvantaged 1-024
  - Labor Market Segmentation 4-005
  - Labor Market, Inflation, and Manpower Policy 4-004
  - Labor Market: An Information System 1-014B
  - Mail Matching of Applicants and Jobs 6-221
  - Manpower Research and Formation of Policy 1-070
  - Metropolitan Labor Market 4-002K
  - Metropolitan Labor Market: New York 1-014A
  - Newspaper Ads and Employment Service Job Orders 1-021A
  - Newspaper Advertisements as Labor Market Indicators 1-021
  - On Line Use of Job Information in Local ES Office 1-030
  - Perceived Occupational Similarities 6-245
  - Public Service Employment and Upgrading Project in Vermont 3-020
  - Public Utility Internal Labor Market Study 4-043
  - Review of Labor Market Analysis R&D 1-069
  - Rural Manpower Policy Research Group 2-109
  - State and Local Government Employee Characteristics 4-028
  - Turnover and Wage Dynamics, 1932-1972 6-084
  - Wage Inflation and Regional Migration 6-059
- LABOR MOBILITY—See also specific types and aspects of mobility
  - Behavioral Model of Labor Force Migration 6-030
  - Career Thresholds 4-021C
  - Dual Careers 4-021D
  - Economic Analysis of Occupational Licensure 5-003
  - Economic/Psychological Analysis of Teacher Mobility 6-066
  - Emigration of Southern Blacks 6-070
  - Household Heads, Job Search, and Quit Behavior 6-115
  - Job Stigma and Self Esteem 6-117
  - Labor Force Characteristics of Puerto Rican Migrants 2-040
  - Labor Force Mobility of Females 6-023
  - Labor Market and Private Retirement Systems 6-125
  - Labor Market in Open Macroeconomic Model 7-015
  - Labor Mobility and Income Change 6-234
  - Labor Mobility Project (Michigan) 3-073
  - Labor Mobility Project (North Carolina) 3-071
  - Labor Turnover in U.S. Manufacturing Industries 7-001
  - National Longitudinal Surveys of Labor Force Behavior 4-021
  - Occupational Adjustments of Recent In-Migrants 2-106
  - Pre Retirement Years 4-021A
  - Rates of Return to Educational Investment 6-160
  - Relocation: Policy and Economic Development 3-075
  - Rural Labor Markets 4-023
  - Temporary Involuntary Unemployment 7-012
  - Wage Inflation and Regional Migration 6-059
  - Work Attitudes and Labor Market Experience 4-054
  - Years for Decision 4-021B
- LABOR MOVEMENT—See also UNIONS
  - Labor Union Response to Federal Manpower Policy 6-127
  - Structural Analysis of the Knights of Labor 6-156
  - Unions and Labor Market Segmentation 6-194
- Labor Organizations—See UNIONS
- Labor Productivity—See PRODUCTIVITY
  - Manpower Impacts of a Credit Economy 4-002U
- Labor Relations—See INDUSTRIAL RELATIONS
- Labor Requirements—See LABOR DEMAND
- LABOR SUPPLY—See also LABOR FORCE PARTICIPATION; ELASTICITY OF LABOR SUPPLY
  - Asking Wage Behavior of Unemployed Workers 6-027
  - Assets, Labor Supply, Consumption Over the Life Cycle 6-029
  - Births and Women's Labor Force Participation 6-190
  - Budgets, Earnings, and Work of Married Women 6-258
  - Citrus Labor Market Demonstration Project 4-009
  - Coal Industry's Manpower Needs Study 4-027
  - Demand and Supply Considerations of Expanded Public Employment Program 1-056D
  - Demand and Training for Dental Hygienists 6-044
  - Demand for Workers in the U.S. Economy 6-085
  - Dual Careers 4-021D
  - Dynamic Analysis of Labor Force Behavior of Men and Youth 6-219
  - Economics of Canadian Military Manpower Supply 6-072
  - Effect of Unemployment on Labor Force Participation 6-217
  - Employment Decentralization and Minority Labor Supply 6-076
  - Fertility and Labor Participation of Married Women 6-253
  - Human Economy 4-002G
  - Immigrants and the American Labor Market 4-016
  - Immigrants in the Labor Force 4-020
  - Impact of Fiscal Policies on Labor Supply 6-095
  - Improving Entry of Minority Women into Professional and Managerial Jobs 2-041
  - Income Maintenance Programs 6-078
  - Increasing Minority Women's Employment in Atlanta 2-048
  - Increasing Minority Women's Employment in Houston 2-047
  - Interarea Educational Earnings Differentials 6-107
  - Intraorganizational Occupational Mobility 6-110

  - Labor Market for Policemen 6-025
  - Labor Supply for Lower Level Occupations 4-019
  - Life-Cycle Time Allocation of Families 6-129
  - Manpower Impact of Government Programs and Policies 5-008
  - Nonfarm Work by Farm Families 6-213
  - Population Turnaround in Nonmetropolitan Regions 5-014
  - Problem of Teenage Unemployment 6-155
  - Project VEHTS 2-053
  - Public Service Employment vs. the Private Sector 1-056C
  - Resource Adjustment and Mechanization in the Tobacco Industry 4-029
  - Static and Dynamic Labor Supply Functions 5-016
  - Tax Law Effect on Labor Supply of Married Women 6-099
  - Youth in the Labor Market: A Cross-Sectional Analysis 6-207
- Labor Turnover—See TURNOVER
- Labor Unions—See UNIONS
- LABOR-MANAGEMENT CONSORTIA
  - Career Ladders for Lodging Industry Housekeepers 3-053
  - Retaining Problem Drinkers on the Job 2-004
  - Supplemental Uses of the Workplace 4-044
  - Upgrade Training in the Canning Industry 3-054
- Labor Management Relations—See INDUSTRIAL RELATIONS
- LABORERS—See also CASUAL LABORERS, UNSKILLED WORKERS
- LAW—See also specific law
  - Law and the Development of Citizenship 6-128
  - State Labor Legislation for Women 6-035
- LAW ENFORCEMENT—See also POLICE, CORRECTIONS
  - Crime, Punishment, and the Labor Process 6-133
  - Employer Attitudes Toward Ex-Offenders 6-210
  - Prisoner Rehabilitation Through Behavior Modification 2-026
- LAYOFFS—See also EMPLOYMENT TERMINATION, JOB RETENTION
  - Adjustment Costs in the Theory of Labor Demand, Productivity, and Unemployment 6-015
  - American Engineers' Perception of Technology 6-167
  - An Analysis of Imperfect Information in the Labor Market 6-019
  - Effects of Trade Liberalization on Trade and Employment by Industry 7-010
  - Emotional Reactions of Workers Who Lost Jobs in a Plant Closing 6-089
  - Engineers' Reemployment Assistance 2-017
  - Laid-off Workers in Manufacturing 7-002
  - Temporary Involuntary Unemployment 7-012
  - Trade Adjustment Assistance Program 7-009
  - Trade and Employment Effects of Multilateral Trade Liberalization 7-024
  - Training for Upgrading During Layoff 3-051
  - Turnover and Wage Dynamics, 1932-1972 6-084
  - U.S. Trade Policy: Formation and Effects 7-026
  - Upgrade Training in Canning Industry During Layoff Periods 3-048
  - Urban Renewal Impact on Black Business 6-024
  - Weaponsmakers: Role Orientations of Scientists and Engineers 6-200
- LEISURE—See also WORK SCHEDULES
  - Changing Schedules of Work 4-032
  - Labor Market, Inflation, and Manpower Policy 4-004
  - Life-Cycle Time Allocation of Families 6-129
  - The Impact of the Work Environment on Life Outside the Job 6-098
- LIBRARIES
  - Job Information Center 1-023
- Licensing—See OCCUPATIONAL LICENSING
- LIFESTYLES
  - Changing Schedules of Work 4-032
  - Dual Worker Married Couples 6-218
  - Effectiveness in Work Roles 4-047
  - Employee Participation in Job Structuring 4-038
  - Job Stigma and Self Esteem 6-117
  - Midlife Career Change: Coping with Transitions in Employment 6-237
  - Organizational Experience and Employee Work Attitudes 4-049
  - Quality of Work Bibliography 4-051
  - Technological Change in Two Arctic Communities 6-186
  - The Impact of the Work Environment on Life Outside the Job 6-098
  - Work and Lifestyle Organization 6-203
  - Work Expectations of Youth 4-056
- Literacy—See BASIC EDUCATION
- LITERATURE REVIEW
  - Black Male Professionals in Industry 4-052
  - Capability of Black Colleges to Meet Community Needs 1-051
  - Discrimination in Training Programs 1-060
  - Domestic Impacts of an Overvalued Currency 7-006
  - Effectiveness in Work Roles 4-047
  - Employment Impact of Multinational Corporations 5-005
  - Facilitating the Adoption of New Procedures 1-005
  - Feasibility for Research on Public Utility Labor Market 4-035
  - Immigrants and the American Labor Market 4-016
  - Job Satisfaction and Parolee Recidivism 1-056A
  - Labor Adjustment to Employment Reductions 7-019
  - Model Rural Youth Projects for Southwest 2-098
  - Motivation of the Black Worker 6-239
  - National Longitudinal Surveys of Labor Force Behavior 4-021
  - Negro Employment in the South 2-045
  - Population Turnaround in Nonmetropolitan Regions 5-014
  - Relocation: Policy and Economic Development 3-075
  - Services for Workers at the Workplace 4-041
  - Shared Decisionmaking in Prison Management 2-032
- LMIS—See LABOR MARKET INFORMATION
- Local Government—See STATE AND LOCAL GOVERNMENTS
- LODGING INDUSTRY
  - Career Ladders for Lodging Industry Housekeepers 3-053
- LONGITUDINAL SURVEYS—See also NATIONAL LONGITUDINAL SURVEYS
  - Adjusting to Employment Termination 6-208
  - Educational Attainment and Adult Status of Brothers 6-052
  - Effectiveness in Work Roles 4-047
  - Employee Participation in Job Structuring 4-038
  - Labor Force Mobility of Females 6-023
  - Manpower Economic Education 3-014
  - Prisoner Rehabilitation Through Behavior Modification 2-026
  - Resource Adjustment and Mechanization in the Tobacco Industry 4-029
  - Work Attitudes and Occupational Experience of Young Men 4-053
  - Work Experience and Career Exploration Program 3-007
- LOUISIANA
  - An Economic Evaluation of Vocational Rehabilitation in Louisiana 6-069
  - Low-Income Families in Four Rural Counties 4-011
  - Manpower Institutional Grant (1974): University of Houston 6-002
- LOUISIANA, NEW ORLEANS
  - Supported Employment Planning in New Orleans 3-032
- LOW INCOME—See also LOW-WAGE INDUSTRIES, LOW-WAGE JOBS, POVERTY
  - Bureaucratic Predisposition and Job Requirements 4-055
  - Dual Careers 4-021D
  - Effect of Collective Bargaining on Low-Wage Employment 4-024
  - Federal Employment Programs to Raise Low Earnings 1-056B
  - Good Jobs, Poor Jobs 4-002A
  - Income Dynamics of the Poor 2-063
  - Income Maintenance Programs 6-078
  - Low-Income Families in Four Rural Counties 4-011
  - National Longitudinal Surveys of Labor Force Behavior 4-021
  - Potential of Wage Subsidies 3-023
  - Public Service Employment and Upgrading Project in Vermont 3-020
  - Training Effects on Negro Occupational Aspirations 6-081
  - Training Incentive Payments Program (TIPP) 3-055
  - Transitional Effects of Public Service Employment 3-017
- Low-Income Areas—See POVERTY AREAS
- LOW-LEVEL OCCUPATIONS—See also UNSKILLED WORKERS
  - Demand and Supply Considerations of Expanded Public Employment Program 1-056D
  - Job Stigma and Self Esteem 6-117
  - Labor Supply for Lower-Level Occupations 4-019
  - Motivation of the Black Worker 6-239
  - The Structure of Youth Labor Markets 6-179
  - Women's Nonstandard Workday/Workweek 6-182

Low Status Occupations—See LOW LEVEL OCCUPATIONS
LOW WAGE INDUSTRIES
  Effect of Collective Bargaining on Low Wage Employment 4-024
  Interface of Work and Welfare 4-002C
  Labor Supply for Lower-Level Occupations 4-019
  Welfare Careers and Low Wage Employment 2-071
LOW WAGE JOBS
  Executive Sabbatical Program 1-035
  Guaranteed Job Program 6-050
  Low Wages for Women Workers 6-053
  Poverty, Politics, and Relief 6-153
  The Future of the Metropolis 1-065
  The Personal Earnings Distribution 6-150
  Training Incentive Payments Program (TIPP) 3-055
  Welfare Careers and Low Wage Employment 2-071
  Work and income in Urban Poverty Areas 4-025

M

MACHINE TOOL INDUSTRY
  New Skill Content Translation into Vocational Education Curricula 3-009
MACHINISTS
  OJT for Precision Machinist Apprentices 2-005
  Performance Based Apprentice Training 2-009
  Proficiency Test for Technical Occupations 2-009A
  Related Instruction in Apprenticeship 2-013
MACROLEVEL ANALYSIS
  Inflation and Distribution of Income 6-131
MAINE
  Manpower Institutional Grant (1974) Boston University 6-001
MALADAPTIVE BEHAVIOR RECORD
  Prisoner Rehabilitation Through Behavior Modification 2-026
MALE/FEMALE—See also SEX DISCRIMINATION, SEX DIFFERENCES, INCOME DIFFERENTIALS, EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
  Characteristics of Career and Homemaking Oriented Women 6-244
  Dual Worker Married Couples 6-218
  Economics of Sex Discrimination 6-073
  Faculty Salary Differentials, University of Massachusetts 6-065
  Interstate Labor Force Migration 6-020
  Low Wages for Women Workers 6-053
  Male and Female Wage and Employment Differences 6-149
  National Longitudinal Surveys Clearinghouse 4-021E
  National Longitudinal Surveys of Labor Force Behavior 4-021
  Sex and Occupational Prestige 6-233
  Trends in Women's Education, Attainment, Earnings, and Occupations 6-026
  University Salary Structure and Sex Discrimination 6-257
  Urban Teacher Attitudes Toward Male/Female Supervisors 6-039
  Women and the American Occupational Structure 6-261
Males—See MEN
Man/Machine Systems—See COMPUTER SYSTEMS
MANAGEMENT TRAINING
  Multiproject Demonstration of Manpower Development 1-007
MANAGEMENT-WORKER COLLABORATION IN JOB STRUCTURING—See also UNION MANPOWER PRACTICES, JOB RESTRUCTURING
  Employee Participation in Job Structuring 4-038
  Implementation of Job Design 6-101
  Management-Worker Collaboration in Job Structuring 1-071B
  Manpower Utilization in Local Government 4-002L
  Quality of Work Bibliography 4-051
MANDATORY JOB LISTING—See also JOB LISTING
  Executive Order 11598 and the Employment Service 1-039
MANPOWER
  Male and Female Wage and Employment Differences 6-149
Manpower Administration—See specific manpower agencies, programs or policies
MANPOWER AGENCY CAPABILITIES—(Projects dealing principally with this subject appear in Chapter 1C.)
Manpower Area Planning Council—See COOPERATIVE AREA MANPOWER PLANNING SYSTEM (CAMPS)
Manpower Demand—See MANPOWER NEEDS
MANPOWER DEVELOPMENT
  Bureaucratic Competition and Intergovernmental Relations 6-100
  Training for Manpower Program Administrators and Planners 1-048
MANPOWER ECONOMICS—See also LABOR MARKET; EMPLOYMENT; LABOR FORCE, LABOR MOBILITY, UNEMPLOYMENT
  Human Economy 4-002G
  Manufacturers' Assistance in Customer Manpower Training 6-135
  The Future of the Metropolis 1-065
MANPOWER ECONOMICS COURSES
  Manpower Economic Education 3-014
  Training for Manpower Program Administrators and Planners 1-048
Manpower Information System—See LABOR MARKET INFORMATION
Manpower Institutional Grants—See INSTITUTIONAL GRANTS
MANPOWER LEGISLATION—See also COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (CETA)
  Manpower Frontier: Education, Guidance, Work 4-002H
  Manpower Research and Formation of Policy 1-070
MANPOWER NEEDS—See also EMPLOYER MANPOWER PLANNING; LABOR DEMAND; MANPOWER PROJECTIONS
  Coal Industry's Manpower Needs Study 4-027
  Employment and Income Consequence of Alternative Development Strategies 6-224
  Exploratory Empirical Research on Secondary Labor Markets 6-227
  Labor Market and Private Retirement Systems 6-125
  Labor Market Experience for Engineers 2-018
  Labor Market for Policemen 6-025
  Low Income Families in Four Rural Counties 4-011
  Multiproject Demonstration of Manpower Development 1-007
  Organizational Analysis of Engineer Hiring 6-147
  Organizational Climates and Human Relations 6-028
  Population Turnaround in Nonmetropolitan Regions 5-014
  Why Do Blacks and Women Have High Unemployment Rates? 6-260
  Women's Nonstandard Workday/Workweek 6-182
MANPOWER PLANNING AND ADMINISTRATION—(Projects dealing principally with manpower program planning and administration appear in Chapter 1.)
  Experimental Manpower Laboratory: Disadvantaged Youth 2-091
  Job Bank: A Case Study 1-031
  Rural Manpower Policy Research Group 2-109
MANPOWER PLANNING, RESEARCH, AND DEVELOPMENT—(Projects dealing principally with this subject appear in Chapter 1D.) See also UTILIZATION OF MANPOWER RESEARCH AND DEVELOPMENT
  Committee on DOL Manpower R&D 1-058
  Correctional Manpower Effort Assessment 2-020
  Effectiveness of Graham Associates NEP on NYC-2 3-013
  Labor Market in Open Macroeconomic Model 7-015
  Manpower Research and Formation of Policy 1-070
  New Manpower Researchers Conference 6-254
  R&D Strategy Design for the Employment Service 1-063
  Relocation: Policy and Economic Development 3-075
  Review of Job Analysis R&D 1-068
  The Future of the Metropolis 1-065
  Training for Manpower Program Administrators and Planners 1-048
  Training Impact on Minorities and Women 1-066
  Utilization of R&D Findings 1-071A
  Workshop on Research Needed on Women's Employment Situation 2-083

- MANPOWER POLICY—(Projects dealing principally with this subject appear in Chapter 5.)
  - Exploratory Empirical Research on Secondary Labor Markets 6-227
  - Manpower Frontier: Education, Guidance, Work 4-002H
- MANPOWER PROGRAM MANAGEMENT
  - Experimental Design of Net Benefit Analysis of the Employment Service 1-042
  - Experimental Manpower Laboratory: Disadvantaged Youth 2-091
  - Facilitating the Adoption of New Procedures 1-005
  - Introduction of CETA in Eastern Massachusetts 1-006
  - Manpower Programing and Social Work Expertise 1-034
  - Multiproject Demonstration of Manpower Development 1-007
  - Program for Information on Manpower Services 1-047
  - Public Employment Service—Employee Perceptions of Management Practices 1-055
  - Public Service Employment and Upgrading Project in Vermont 3-020
  - Survey and Analysis of In-School NYC Programs 1-010
  - Transition to CETA in Ohio 1-011
- MANPOWER PROGRAM REFORM
  - An Analysis of the Pilot CMP 1-001
  - Policy Implications of Longitudinal Study of WIN Dropouts 2-065
- MANPOWER PROGRAM SERVICES AND TECHNIQUES—(Projects dealing principally with this subject appear in Chapter 3.)
  - Experimental Manpower Laboratory: Social Systems Intervention 3-062
- MANPOWER PROGRAM STAFFING—See also EMPLOYMENT SERVICE STAFF
  - Basic Education Services in Manpower Training Programs 3-002
  - EDT: Assessment of Philadelphia's CEP Experience 1-040
  - Experimental Manpower Laboratory: Disadvantaged Youth 2-091
  - Social Workers in Manpower Programs 6-172
- MANPOWER PROGRAMS AND THEIR SPECIFIC POPULATIONS—(Projects dealing principally with this subject appear in Chapter 2.)
- MANPOWER PROJECTIONS—See also LABOR SUPPLY; ECONOMIC FORECASTING; MANPOWER NEEDS
  - Coal Industry's Manpower Needs Study 4-027
  - Design of a Labor Market Information System 1-029
  - Employment Generated by New Government Contracts 5-018
  - European Manpower Policies 6-211
  - Interstate Labor Force Migration 6-020
  - Labor Force Occupations and Technological Change 6-187
  - Labor Force Participation of Married Women 6-121
  - Labor Market Experience for Engineers 2-018
  - Labor Market for Policemen 6-025
  - Manpower and Economic Indicators and Forecasts 1-004
  - Manpower Frontier: Education, Guidance, Work 4-002H
  - Manpower Impact of Government Programs and Policies 5-008
  - Manpower Policy and Programs—A Planning Project 6-236
  - Multiproject Demonstration of Manpower Development 1-007
  - Organizational Analysis of Engineer Hiring 6-147
  - Perceived Occupational Similarities 6-245
  - Static and Dynamic Labor Supply Functions 5-016
- Manpower Reform—See MANPOWER PROGRAM REFORM
- Manpower Requirements—See MANPOWER PROJECTIONS
- Manpower Research and Development—See MANPOWER PLANNING, RESEARCH, AND DEVELOPMENT
- MANPOWER RESEARCH AND DEVELOPMENT STORAGE AND RETRIEVAL
  - Manpower R&D Storage and Retrieval System 1-072
- Manpower Resources—See HUMAN RESOURCES
- MANPOWER REVENUE SHARING
  - Multiproject Demonstration of Manpower Development 1-007
- Manpower Services Council—See STATE MANPOWER SERVICES COUNCIL (CETA)
- Manpower Services Delivery Systems—See SERVICE DELIVERY SYSTEMS
- MANPOWER SERVICES INFORMATION
  - Development of a Regional Computer Based Management Information System 1-019
  - Job Information Center 1-023
  - Labor Market Information System Design and Use 1-028
  - Metropolitan Labor Market: New York 1-014A
- Manpower Supply—See LABOR SUPPLY
- MANPOWER UTILIZATION
  - Disadvantaged Workers in Parks and Recreation 3-018
  - Economics of Sex Discrimination 6-073
  - Experimental Job Trials 3-063
  - Ghetto Economic Corporations 6-181
  - In-School NYC Influence on Earnings Capacity 6-112
  - Indigenous Nonprofessionals in Human Service Organizations 6-195
  - Intrafirm Mobility Among Apprentice-Trained Craft Workers 6-111
  - Labor Force Participation of Married Women 6-121
  - Manpower Policy and Programs—A Planning Project 6-236
  - Manpower Utilization in Local Government 4-002L
  - Manpower Utilization in the Homebuilding Industry 6-216
  - Multijobholding in Wichita 6-240
  - Multiproject Demonstration of Manpower Development 1-007
  - Organizational Climates and Human Relations 6-028
  - Permanent Part-Time Employment: Exploratory Analysis 4-039
  - Public Service Employment for the Disadvantaged 6-158
- Manuals—See HANDBOOKS
- MANUFACTURING
  - Econometric Model of Minority Hiring 6-064
  - Hours of Work in Manufacturing, 1947-70 6-232
  - Laid-off Workers in Manufacturing 7-002
  - Upgrading in Private Industry 3-045
  - Wage Differentials in Japanese Manufacturing 6-159
- MAPC—See COOPERATIVE AREA MANPOWER PLANNING SYSTEM (CAMPS)
- MARITAL STABILITY—See also FAMILIES
- Married Women—See WOMEN
- MARYLAND
  - Manpower Institutional Grant (1974): West Virginia University 6-013
- MARYLAND, BALTIMORE
  - Income Maintenance for Ex-Offenders 2-033
  - Retaining Problem Drinkers on the Job 2-004
- MASSACHUSETTS
  - Economic Analysis of Occupational Licensure 5-003
  - Manpower Institutional Grant (1974): Boston University 6-001
- MASSACHUSETTS, BOSTON
  - Introduction of CETA in Eastern Massachusetts 1-006
  - Job Finding and Performance of Addicts/Ex-Addicts 2-001
  - The Structure of Youth Labor Markets 6-179
- MASSACHUSETTS, BOSTON AREA
  - Supported Employment Planning in Boston 3-027
- MASSACHUSETTS, CAMBRIDGE
  - Restructuring Health Manpower Organizations 3-049
- MASSACHUSETTS, NORTH DORCHESTER
  - Ghetto Economic Corporations 6-181
- MASSACHUSETTS, ROXBURY
  - Ghetto Economic Corporations 6-181
- Maternity Benefits—See MATERNITY EMPLOYMENT PRACTICES
- MATERNITY EMPLOYMENT PRACTICES
  - Maternity Leave Benefits 2-080
- Maternity Leave—See MATERNITY EMPLOYMENT PRACTICES
- MATHEMATICAL MODELS—See also ECONOMIC ANALYSIS AND ECONOMETRICS
  - Assets, Labor Supply, Consumption Over the Life Cycle 6-029
  - Decisionmaking Matrix and Resource Allocation Model 1-003
  - Job Mobility of Mexican-American Men 6-175
- MATURE WORKERS—See also OLDER WORKERS; AGE DISCRIMINATION IN EMPLOYMENT ACT; MIDDLE-AGED WORKERS
  - Dual Careers 4-021D
- MBA Program—See UNIVERSITIES AND COLLEGES
- MBR—See MALADAPTIVE BEHAVIOR RECORD
- MEANING OF WORK—See also WORK ATTITUDES; QUALITY OF EMPLOYMENT; JOB SATISFACTION
  - Effectiveness in Work Roles 4-047
  - Employment Quality and Self-Investment in Work 6-249
  - Organizational Experience and Employee Work Attitudes 4-049
  - Phenomenology of Human Labor 6-151
  - Supplemental Uses of the Workplace 4-044
  - Validation of Quality of Work Questionnaires 4-050
  - Work Attitudes and Labor Market Experience 4-054

- MECHANIZATION—See also AUTOMATION
  - Effects of Technology on Organizational Structure 6-079
  - Resource Adjustment and Mechanization in the Tobacco Industry 4-029
  - Upgrading in Agriculture 3-040
- Medical Care—See HEALTH CARE
- Medical Laboratory Technicians—See HEALTH MANPOWER
- Medical Personnel—See HEALTH MANPOWER
- Medical Services—See HEALTH CARE
- MEN—See also FATHERS, MALE/FEMALE, YOUNG MEN
  - Adjusting to Employment Termination 6-208
  - Adolescent Social System Impact on Occupational Achievement 6-091
  - Black Male Professionals in Industry 4-052
  - Blue-Collar 4-Day Workweek 6-031
  - Determinants of Occupational Upgrading 6-209
  - Dual Labor Market Theory 6-048
  - Dynamic Analysis of Labor Force Behavior of Men and Youth 6-219
  - Early Retirement and the Labor Market Dynamics of Older Workers 6-062
  - Facilitating Employment of Disabled Veterans 2-052
  - Interarea Educational Earnings Differentials 6-107
  - Job Mobility of Mexican American Men 6-175
  - Labor Force Characteristics of Puerto Rican Migrants 2-040
  - Longitudinal Analysis of Occupational Mobility 4-006
  - Market Differentials and Labor Force Behavior 6-136
  - Model Assessment and Classification System in Corrections 2-023
  - National Longitudinal Surveys of Labor Force Behavior 4-021
  - Occupational Differences in Wage Discrimination Against Black Men 6-142
  - Pre-Retirement Years 4-021A
  - Project Volunteer Power 2-108
  - Sex Differences in Income Determination 6-051
  - Shared Decisionmaking in Prison Management 2-032
  - Streetcorner Shapeup Jobholders 4-008
  - Vocational Training Survey in Correctional Institutions 2-035
  - Work and Income in Urban Poverty Areas 4-025
  - Work and Lifestyle Organization 6-203
- MENTAL ABILITY
  - Career Thresholds 4-021C
  - Determinants of Economic Success 5-010
- Merit System—See CIVIL SERVICE SYSTEM
- METALWORKING INDUSTRY
  - Proficiency Test for Technical Occupations 2-009A
  - Survey of Training in Industry 4-045
- METHODOLOGY—See also specific methodologies
  - Alternatives to Incarceration 2-021
  - Effectiveness in Work Roles 4-047
  - Experimental Design of Net Benefit Analysis of the Employment Service 1-042
  - National Longitudinal Surveys Clearinghouse 4-021E
  - National Longitudinal Surveys of Labor Force Behavior 4-021
  - Services for Workers at the Workplace 4-041
  - Shared Decisionmaking in Prison Management 2-032
- METROPOLITAN AREAS—See also URBAN AREAS
  - Advanced Service Metropolis 4-002F
  - An Analysis of the Pilot CMP 1-001
  - Black and Ethnic Employment Patterns and Economic Performance 6-201
  - Metropolitan Labor Market 4-002K
  - Negro Employment in the South 2-045
  - Negro Occupational Status and Education 4-022
  - Relationship between Employment, Unemployment, and Migration 4-015
  - Suburbanization and the City: The Metropolitan Labor Market 4-002M
- Metropolitan Problems—See URBAN PROBLEMS
- MEXICAN AMERICANS—See also SPANISH SPEAKING AMERICANS
  - An Analysis of Earnings Among Persons of Spanish Origin in the Midwest 6-018
  - Day Care—NYC Youth Helper Program 2-087
  - Economic Assimilation of Mexican Americans in Michigan 6-146
  - Job Mobility of Mexican American Men 6-175
  - Mexican Illegal Aliens in Urban Labor Markets 6-132
  - Negro Employment in Southern Construction Industry 2-044
  - Texas Migrant Demonstration Project 3-074
  - Upgrade Training in Canning Industry During Layoff Periods 3-048
  - Upgrade Training in the Canning Industry 3-054
- MICHIGAN
  - Adjusting to Employment Termination 6-208
  - Manpower Institutional Grant (1974): Oakland University 6-007
- MICHIGAN, DETROIT
  - Interindustry Wage Differentials Among Unionized Truck Drivers 6-108
  - Intraorganizational Occupational Mobility 6-110
  - Job Stigma and Self Esteem 6-117
  - Labor Market Information System Design and Use 1-028
  - New Skill Content Translation into Vocational Education Curricula 3-009
  - Supported Employment Planning in Detroit 3-028
  - Unemployment Insurance in Urban Labor Market 6-063
- MICHIGAN, GRAND RAPIDS
  - New Skill Content Translation into Vocational Education Curricula 3-009
- MICHIGAN, KALAMAZOO
  - Educational Attainment and Adult Status of Brothers 6-052
- MICHIGAN, MT. PLEASANT
  - New Skill Content Translation into Vocational Education Curricula 3-009
- MICRO-LEVEL ANALYSIS
  - Unionized Contract Construction Wage Changes 6-113
- MICROLEVEL ANALYSIS
  - Growth of Service Employment 4-002J
  - Microeconomic Model of the Distribution of Labor Income 6-140
  - Structure of Science 6-178
  - Turnover and Wage Dynamics, 1932-1972 6-084
- MIDDLE-AGED WORKERS—See also MATURE WORKERS
  - Market Differentials and Labor Force Behavior 6-136
  - Midlife Career Change: Coping with Transitions in Employment 6-237
  - National Longitudinal Surveys Clearinghouse 4-021E
  - National Longitudinal Surveys of Labor Force Behavior 4-021
  - Pre-Retirement Years 4-021A
- MIDSOUTHERN STATES
  - Rural Labor Markets 4-023
- MIGRANTS—See also FARMWORKERS, SEASONAL EMPLOYMENT
  - Economic Assimilation of Mexican Americans in Michigan 6-146
  - Immigrants and the American Labor Market 4-016
  - Interface of Work and Welfare 4-002C
  - Job Mobility of Mexican American Men 6-175
  - Labor Force Characteristics of Puerto Rican Migrants 2-040
  - Manpower Research and Formation of Policy 1-070
  - Nonfarm Employment Problems of Farm Laborers 2-103
  - Nonfarm Work by Farm Families 6-213
  - Occupational Adjustments of Recent In-Migrants 2-106
  - Texas Migrant Demonstration Project 3-074
- MIGRATION—See also GEOGRAPHIC MOBILITY
  - Citrus Labor Market Demonstration Project 4-009
  - Determinants of Occupational Upgrading 6-209
  - Economic Assimilation of Mexican Americans in Michigan 6-146
  - Emigration of Southern Blacks 6-070
  - Employment and Income Consequence of Alternative Development Strategies 6-224
  - Employment and Income: Puerto Rico Simulation Model 6-223
  - European Manpower Policies 6-211
  - Impact of Human Resources Policies on Geographic Mobility 5-001
  - Interstate Labor Force Migration 6-020
  - Labor Force Characteristics of Puerto Rican Migrants 2-040
  - Manpower Research and Formation of Policy 1-070
  - Migration Bias in Labor Force Participation Rates 6-169
  - Multiracial Work Forces in Coal, 1880-1930 6-092
  - Needs of Rural Youth in Southeast 2-099
  - Negro Occupational Status and Education 4-022
  - Relationship between Employment, Unemployment, and Migration 4-015
  - Rural Labor Markets 4-023

- Military—See ARMED FORCES
- MILITARY TRAINING—See also TRAINING, GI BILL, VETERANS
  - Project VEHTS 2-053
- MINERALS—See also MINING
  - Supply Access Issues 7-022
- MINIMUM WAGE LAWS—See also WAGES, FAIR LABOR STANDARDS ACT
  - Problem of Teenage Unemployment 6-155
- MINING
  - Coal Industry's Manpower Needs Study 4-027
  - Coal Miners Under Black Lung Law 5-006
  - Multiracial Work Forces in Coal, 1880-1930 6-092
- MINNESOTA
  - Manpower Institutional Grant (1974): Oakland University 6-007
  - Model NYC Programs for Rural Youth 2-090
- MINNESOTA, MINNEAPOLIS
  - Job Stigma and Self Esteem 6-117
  - Model Urban Indian Centers 2-042
- MINORITIES—(Projects dealing principally with this subject appear in Chapter 2E.) See also CHINESE AMERICANS, MEXICAN AMERICANS, SPANISH-SPEAKING AMERICANS, WOMEN, BLACKS
  - Affirmative Action Plans in Construction 5-013
  - Black and Ethnic Employment Patterns and Economic Performance 6-201
  - Capability of Black Colleges to Meet Community Needs 1-051
  - Career Ladders for Lodging Industry Housekeepers 3-053
  - Career Progression Systems 3-041
  - Econometric Model of Minority Hiring 6-064
  - Economic Status of Asians and Blacks in California 6-164
  - EDT: Assessment of Philadelphia's CEP Experience 1-040
  - EEO Programs Effect on Minorities and Women in Federal Agencies 6-094
  - Emergence of a Service Society 4-001
  - Employment Impact of Federal Assistance for Minority Businesses 5-017
  - Faculty Salary Differentials, University of Massachusetts 6-065
  - Federal Civil Rights Legislation and Economic Positions of Minorities 6-080
  - Getting and Keeping a Job—Puerto Ricans and Blacks 4-002E
  - Impact of Court Cases on Minority Employment 5-007
  - Improving Entry of Minority Women into Professional and Managerial Jobs 2-041
  - Increasing Minority Women's Employment in Atlanta 2-048
  - Increasing Minority Women's Employment in Houston 2-047
  - Labor Force Characteristics of Puerto Rican Migrants 2-040
  - Labor Market Information System Design and Use 1-028
  - Labor Supply for Lower Level Occupations 4-019
  - Model Urban Indian Centers 2-042
  - Multiracial Work Forces in Coal, 1880-1930 6-092
  - National Longitudinal Surveys Clearinghouse 4-021E
  - Organizational Experience and Employee Work Attitudes 4-049
  - Public Utility Internal Labor Market Study 4-043
  - Relationship between Employment, Unemployment, and Migration 4-015
  - Spanish Americans in the Labor Market 2-049
  - State Employment Service Professional Selection System 1-039
  - Study of the Pittsburgh Plan 2-050
  - Training and Entry into Union Construction People, Jobs, Income 2-006
  - Training Impact on Minorities and Women 1-066
  - Upgrading of the Disadvantaged 3-043
  - Workshop on Research Needed on Women's Employment Situation 2-083
- MINORITY BUSINESS ENTERPRISE
  - Employment Impact of Federal Assistance for Minority Businesses 5-017
  - Ghetto Economic Corporations 6-181
  - Investment Priorities in Urban Black Communities 6-055
  - Negro Employment in Southern Construction Industry 2-044
  - Negro Employment in the South 2-045
  - Urban Renewal Impact on Black Business 6-024
- MISSISSIPPI
  - Low Income Families in Four Rural Counties 4-011
  - Manpower Institutional Grant (1974): Memphis State University 6-003
- MISSOURI
  - Manpower Institutional Grant (1974): University of Missouri - Columbia 6-004
- MISSOURI, ST. LOUIS
  - The Female Insured Unemployed 6-090
  - Work and Income in Urban Poverty Areas 4-025
- Mobility—See LABOR MOBILITY
- MOBILITY ASSISTANCE—See also GEOGRAPHIC MOBILITY
  - Job Search and Relocation Assistance Pilot Project 3-070
  - Labor Relocation Assistance: Tuskegee Institute 6-126
  - Mississippi STAR Labor Mobility Project 3-072
  - Prisoner Rehabilitation Through Behavior Modification 2-026
  - Relocation: Policy and Economic Development 3-075
  - Texas Migrant Demonstration Project 3-074
  - Urban Renewal Impact on Black Business 6-024
- MODELS—See also ECONOMIC ANALYSIS and ECONOMETRICS
  - An Analysis of Earnings Among Persons of Spanish Origin in the Midwest 6-018
  - An Analysis of the Pilot CMP 1-001
  - Day Care—NYC Youth Helper Program 2-087
  - Developing a Model for Youth Education 3-005
  - Drug Abuse Prevention in Youth Resident Centers 2-003
  - Educational and Occupational Mobility 6-014
  - Expectancy Theory of Motivation 6-088
  - Experimental Job Trials 3-063
  - Fertility and Labor Participation of Married Women 6-253
  - Labor Market Information System Design and Use 1-028
  - Manpower and Economic Indicators and Forecasts 1-004
  - Model NYC Programs for Rural Youth 2-090
  - Model WIN Project for Rural Areas 2-060
  - New Education Programing in Manpower Training Projects 2-094
  - Sex Differences in Income Determination 6-051
  - Static and Dynamic Labor Supply Functions 5-016
- MONITORING OF CETA PROGRAMS—See also CETA SERVICES AND PLANNING
  - Development of an Opportunity Program Manpower Information System 1-018
  - Introduction of CETA in Eastern Massachusetts 1-006
  - Transition to CETA in Ohio 1-011
- MONTANA
  - Manpower Institutional Grant (1974): University of Utah 6-012
- MOONLIGHTING
  - Multijobholding in Wichita 6-240
- Morale—See WORK ATTITUDES
- MOTHERS—See also FAMILIES, WOMEN
  - Birth Expectations and Work Experience 4-012
  - Births and Women's Labor Force Participation 6-190
  - Decision to Participate in WIN (Michigan) 2-056
  - Dual Careers 4-021D
  - Flexible Work Schedules for Welfare Participants 2-069
  - Health of Working and Nonworking Poverty Mothers 2-078
  - Labor Force Participation and Mothers' Fertility 6-120
  - Paternal Authority, Work Training, and Income Maintenance Programs 2-066
  - WIN: Making Adults Economically Independent 2-074
- MOTIVATION—See also WORK ATTITUDES, ATTITUDES, JOB SATISFACTION, INCENTIVES
  - Career Goals of Black College Women 6-238
  - Clearinghouse on Productivity and Quality of Working Life 1-016
  - College Men's Choice of Science Careers 6-036
  - Desegregation and Career Goals 4-002N
  - Developing In-House Education for NYC-2 3-011
  - Economic/Psychological Analysis of Teacher Mobility 6-066
  - Educational and Occupational Mobility 6-014
  - Effects of Job and Life Stress on Job Related Strain 6-114
  - Employment Program for Minority Girls 2-084
  - Evaluation of 1972 Summer Intern Program 2-093A
  - Expectancy Theory Cognitions for Salaried Employees 6-087
  - Expectancy Theory of Motivation 6-088
  - Future Orientation and Expectations as Success Predictors 6-093
  - Job Training, Personality, and Labor Market Conditions 6-231
  - Labor Market Behavior of Male Youth 6-118
  - Motivation of the Black Worker 6-239
  - Multiproject Demonstration of Manpower Development 1-007

Organizational Experience and Employee Work Attitudes 4-049
Phenomenology of Human Labor 6-151
Policy Implications of Longitudinal Study of WIN Dropouts 2-065
Pre-Retirement Years 4-021A
Public Service Employment and Upgrading Project in Vermont 3-020
Staff Training for Basic Education 3-010
Validation of Quality of Work Questionnaires 4-050
Vocational Adjustment of Physician Assistants 6-196
Work and Income in Urban Poverty Areas 4-025
Work Attitudes and Labor Market Experience 4-054
MRS—See MANPOWER REVENUE SHARING
Multinational Corporations—See CORPORATIONS
Multiple Jobholding—See MOONLIGHTING
Municipal Employment—See STATE AND LOCAL GOVERNMENTS

N

NAB—See JOB OPPORTUNITIES IN THE BUSINESS SECTOR (JOBS)
National Alliance of Businessmen—See JOB OPPORTUNITIES IN THE BUSINESS SECTOR (JOBS)
NATIONAL LONGITUDINAL SURVEYS—See also YOUNG MEN; YOUNG WOMEN; YOUTH; WOMEN; MEN; OLDER WORKERS
Career Development 4-007
Career Thresholds 4-021C
Determinants of Occupational Upgrading 6-209
Dual Careers 4-021D
Early Retirement and the Labor Market Dynamics of Older Workers 6-062
Effect of Unemployment on Labor Force Participation 6-217
Effects of Enrollment in Manpower Programs 1-063
Employment of Married Women With Children 6-122
Fertility and Labor Participation of Married Women 6-253
Impact of Human Resources Policies on Geographic Mobility 5-001
Job Search for Male Youth 6-037
Labor Market Behavior of Male Youth 6-118
Longitudinal Analysis of Occupational Mobility 4-006
Market Differentials and Labor Force Behavior 6-136
National Longitudinal Surveys Clearinghouse 4-021E
National Longitudinal Surveys of Labor Force Behavior 4-021
Pre-Retirement Years 4-021A
Static and Dynamic Labor Supply Functions 5-016
Tax Law Effect on Labor Supply of Married Women 6-099
Turnover, Unemployment, and the Dual Labor Market 6-235
Unemployment Duration, Compensation, and Job Search 6-192
Vocational Training Choices of Young Males 6-174
Women and the American Occupational Structure 6-261
Work Attitudes and Labor Market Experience 4-054
Years for Decision 4-021B
NATIONAL MANPOWER POLICY—See also NATIONAL MANPOWER POLICY TASK FORCE; RURAL MANPOWER POLICY RESEARCH GROUP
Bureaucratic Competition and Intergovernmental Relations 6-100
Manpower Research and Formation of Policy 1-070
NATIONAL MANPOWER POLICY TASK FORCE
Manpower Research and Formation of Policy 1-070
New Manpower Researchers Conference 6-254
NATIONAL MARITIME UNION PROGRAM—See also UNION MANPOWER PRACTICES
NATIONAL ORGANIZATION FOR WOMEN (NOW)
NOW: The Formative Years 6-141
Native Americans—See INDIANS
Navajo Indians—See INDIANS
Navy—See ARMED FORCES
NEBRASKA
Manpower Institutional Grant (1974): University of Missouri—Columbia 6-004
Model NYC Programs for Rural Youth 2-090
Rates of Return to Educational Investment 6-160
NEBRASKA, OMAHA
An Analysis of the Pilot CMP 1-001
NEGATIVE INCOME TAX
Labor Effort Disincentives of Negative Income Taxation 6-119
Negroes—See BLACKS
NEIGHBORHOOD YOUTH CORPS (NYC)
Assessment Measures for Youth Enrollees 3-060
Community Elite Corps 2-086
Day Care—NYC Youth Helper Program 2-087
Developing a Model for Youth Education 3-005
Developing In-House Education for NYC-2 3-011
Effectiveness of Graham Associates Demonstration Project 2-100
Effectiveness of Graham Associates NEP on NYC-2 3-013
Experimental Manpower Laboratory: Disadvantaged Youth 2-091
In-School NYC for Young Girls 2-092
In-School NYC Influence on Earnings Capacity 6-112
Model Health Care Career Program 2-088
Model NYC Programs for Rural Youth 2-090
Needs of Rural Youth in Southeast 2-099
Operations Research to Monitor VEPS In-School NYC Enrollees 2-096
Selected Out-of-School NYC Programs 2-093
Summer/In-School NYC Vocational Exploration 2-102
Survey and Analysis of In-School NYC Programs 1-010
VEPS Program for In-School NYC Enrollees 2-085
NEP—See NEW EDUCATION PROGRAM
NEVADA
Computerized Charting for Benchmark Adjustment 1-013
Development of a Regional Computer-Based Management Information System 1-019
Manpower Institutional Grant (1974): San Francisco State University 6-011
NEW EDUCATION PROGRAM
Developing In-House Education for NYC-2 3-011
Effectiveness of Graham Associates Demonstration Project 2-100
Effectiveness of Graham Associates NEP on NYC-2 3-013
New Education Programing in Manpower Training Projects 2-094
NEW ENGLAND
Trade Adjustment Assistance: A Case Study 6-191
NEW HAMPSHIRE
Manpower Institutional Grant (1974): Boston University 6-001
NEW JERSEY
Manpower Institutional Grant (1974): SUNY (Buffalo) 6-005
NEW JERSEY, JERSEY CITY
Supported Employment Planning in Jersey City 3-030
NEW JERSEY, NEWARK
Supported Employment Planning in Newark 3-031
NEW MEXICO
Manpower Institutional Grant (1974): University of Houston 6-002
NEW MEXICO, ALBUQUERQUE
An Analysis of the Pilot CMP 1-001
NEW MEXICO, GALLUP
Model Urban Indian Centers 2-042
NEW MEXICO, SILVER CITY
Wage Labor and Urban Chicano Adaptation 6-199
NEW YORK
Manpower Institutional Grant (1974): SUNY (Buffalo) 6-005
NEW YORK PUBLIC ASSISTANCE LAW—See also WELFARE LEGISLATION
NEW YORK, ALBANY, SCHENECTADY, TROY (SMSA)
Contribution of Social Resources in the Labor Force 6-042
NEW YORK, ITHACA
Physical Rehabilitation and Employment of WIN Recipients 2-067
NEW YORK, NEW YORK
Better Budgeting for Human Resource Programs 1-014C
Evaluation of Tutoring for Firefighter Examination 3-008
Experimental Manpower Laboratory: Disadvantaged Youth 2-091
Female Ex-Offenders in Banking Industry 2-024
Getting and Keeping a Job—Puerto Ricans and Blacks 4-002E
Health Services Mobility Study (HSMS) 3-047
Job Finding and Performance of Addicts/Ex-Addicts 2-001
Labor Force Characteristics of Puerto Rican Migrants 2-040

Large City Budgeting for Human Resources Expenditures 4-002T
Manpower Utilization in Local Government 4-002L
Metropolitan Labor Market 4-002K
Metropolitan Labor Market: New York 1-014A
Occupational Mobility Among Unionized Civil Service Employees 6-144
Where Have All the Dollars Gone? 1-014D
Workfare's Impact on Employable Welfare Recipients 2-079
NEW YORK, YONKERS
Job Information Center 1-023
NEWSPAPER ADVERTISEMENTS
Labor Exchange Role: ES vs. Want Ads 1-015
Newspaper Ads and Employment Service Job Orders 1-021A
Newspaper Advertisements as Labor Market Indicators 1-021
NHOP—See NEW HEALTH OCCUPATIONS PROGRAM
NMU—See NATIONAL MARITIME UNION
NONFARM
Nonfarm Employment Problems of Farm Laborers 2-103
Nonfarm Work by Farm Families 6-213
NONMETROPOLITAN AREAS
An Analysis of the Pilot CMP 1-001
Cooperative Manpower Planning for Nonmetropolitan Populations 1-002
Population Turnaround in Nonmetropolitan Regions 5-014
Rural Labor Markets 4-023
Nonprofessionals—See PARAPROFESSIONALS
NORTH CAROLINA
Labor Mobility Project (North Carolina) 3-071
Manpower Institutional Grant (1974): Memphis State University 6-003
Multiproject Demonstration of Manpower Development 1-007
NORTH CENTRAL STATES
Model NYC Programs for Rural Youth 2-090
NORTH DAKOTA
Manpower Institutional Grant (1974): University of Utah 6-012
NORTHEASTERN STATES
Male and Female Wage and Employment Differences 6-149
NORTHEASTERN U.S.
Black and Ethnic Employment Patterns and Economic Performance 6-201
NORTHERN MICHIGAN
Labor Mobility Project (Michigan) 3-073
NOW—See NATIONAL ORGANIZATION FOR WOMEN
NURSES—See also HEALTH MANPOWER
Expectancy Theory of Motivation 6-088
New Skill Content Translation into Vocational Education Curricula 3-009
Nursing Salary and Promotion Structure 6-241
Registered Nurse Training Programs 6-161
Work Relationships in Medical Care Delivery 6-206
NUTRITION
Physical Rehabilitation and Employment of WIN Recipients 2-067
NYC—See NEIGHBORHOOD YOUTH CORPS (NYC)

O

Occupational Adjustment—See OCCUPATIONAL MOBILITY
Occupational Aspirations—See CAREER GOALS
OCCUPATIONAL ASSIGNMENT
Black/White Teenage Occupational Employment Determinants 6-054
Pre-Retirement Years 4-021A
Years for Decision 4-021B
OCCUPATIONAL CHOICE—See also COUNSELING AND GUIDANCE, CAREER CHOICE
Adolescent Social System Impact on Occupational Achievement 6-091
Bureaucratic Predisposition and Job Requirements 4-055
Career Goals of Black College Women 6-238
Career Information System 1-012
Dual Careers 4-021D
Factors Affecting Earnings of Workers Terminated In Plant Closure 6-230
Logit Model With Reference to Wage Subsidies 6-212
Measuring Effectiveness of Job Information Service of USES 1-026
Military Labor Markets 6-152
Occupational Choice of the Blind 6-242
Occupational Licensing and Public Policy 5-012
Years for Decision 4-021B
OCCUPATIONAL CLASSIFICATION—See also EMPLOYER MANPOWER PRACTICES AND POLICIES
Critique of Duncan's Stratification Research 6-043
National Longitudinal Surveys Clearinghouse 4-021E
Newspaper Ads and Employment Service Job Orders 1-021A
Perceived Occupational Similarities 6-245
Sex and Occupational Prestige 6-233
Upgrading in Agriculture 3-040
Occupational Differentials—See WAGE STRUCTURE
Occupational Disease—See OCCUPATIONAL SAFETY AND HEALTH
Occupational Distribution—See OCCUPATIONAL STRUCTURE
OCCUPATIONAL INEQUALITY
State and Local Government Employee Characteristics 4-028
OCCUPATIONAL INFORMATION—See also LABOR MARKET INFORMATION
An Analysis of Imperfect Information in the Labor Market 6-019
Career Thresholds 4-021C
Perceived Occupational Similarities 6-245
Preparation for Work 4-002R
Role Models, Occupational Knowledge: Adolescent Socialization 6-166
State and Local Government Employee Characteristics 4-028
OCCUPATIONAL LICENSING—See also CREDENTIALING, HEALTH MANPOWER
Cooperative Planning to Improve Occupational Regulation 5-002
Economic Analysis of Occupational Licensure 5-003
Good Jobs, Poor Jobs 4-002A
Occupational Licensing and Public Policy 5-012
Occupational Licensure of Allied Health Programs 6-143
Offender Employment Restrictions 2-036
Proficiency Examinations for Medical Laboratory Workers 3-052
Project VENTS 2-053
OCCUPATIONAL MOBILITY—See also UPGRADING
Adolescent Social System Impact on Occupational Achievement 6-091
Behavioral Model of Labor Force Migration 6-030
Black Male Professionals in Industry 4-052
Career Patterns of 2-Year College Graduates 6-032
Career Progression Systems 3-041
Career Thresholds 4-021C
Contribution of Social Resources in the Labor Force 6-042
Desegregation and Career Goals 4-002N
Determinants of Occupational Upgrading 6-209
Dual Careers 4-021D
Early Career Alienation and Socioeconomic Attainment 6-061
Educational and Occupational Mobility 6-014
Effect of Collective Bargaining on Low-Wage Employment 4-024
Emergence of a Service Society 4-001
Employment of Married Women With Children 6-122
Employment of Recent College Graduates 4-014
Expectancy Theory Cognitions for Salaried Employees 6-087
Good Jobs, Poor Jobs 4-002A
Health Services Mobility Study (HSMS) 3-047
In-Plant Upgrading and Mobility Patterns 3-050
Integration of Women into Male-Oriented Jobs 4-036
Intrafirm Mobility Among Apprentice-Trained Craft Workers 6-111
Intraorganizational Occupational Mobility 6-110
Job Mobility of Mexican-American Men 6-175
Labor Market, Inflation, and Manpower Policy 4-004
Longitudinal Analysis of Occupational Mobility 4-006
Midlife Career Change: Coping with Transitions in Employment 6-237
Multiracial Work Forces in Coal, 1880-1930 6-092
Negro Employment in the South 2-045
Occupational Licensing and Public Policy 5-012
Occupational Mobility Among Unionized Civil Service Employees 6-144

  - Occupational Mobility in the U.S. Economy 6-177
  - Public Utility Internal Labor Market Study 4-043
  - Restructuring Health Manpower Organizations 3-049
  - Review of Labor Market Analysis R&D 1-069
  - Second Career Patterns of Military Retirees 6-250
  - Spanish Americans in the Labor Market 2-049
  - The Development of the Labor Force in San Francisco, 1870-1910 6-057
  - Upgrading Blue Collar and Service Workers 4-002O
  - Upgrading of the Disadvantaged 3-043
  - Women and the American Occupational Structure 6-261
  - Workshop on Research Needed on Women's Employment Situation 2-083

- OCCUPATIONAL PROJECTIONS—See also MANPOWER PROJECTIONS
  - Labor Supply for Lower-Level Occupations 6-019
- Occupational Requirements—See LABOR DEMAND
- OCCUPATIONAL SAFETY AND HEALTH
  - Legislative and Administrative Changes on Workers' Compensation 6-229
  - Manpower Conflicts and Resolutions 4-002S
- OCCUPATIONAL STATUS—See also UPGRADING, STATUS
  - An Analysis of Earnings Among Persons of Spanish Origin in the Midwest 6-018
  - Determinants of Economic Success 5-010
  - Determinants of Occupational Upgrading 6-209
  - Employment Characteristics of Chinese Americans 4-013
  - Federal Civil Rights Legislation and Economic Positions of Minorities 6-080
  - Job Stigma and Self Esteem 6-117
  - National Longitudinal Surveys Clearinghouse 4-021E
  - National Longitudinal Surveys of Labor Force Behavior 4-021
  - Negro Occupational Status and Education 4-022
  - Perceived Occupational Similarities 6-245
  - Sex and Occupational Prestige 6-233
  - Vocational Adjustment of Physician Assistants 6-196
  - Years for Decision 4-021B
- OCCUPATIONAL STRUCTURE—See also JOB STRUCTURE
  - Black and Ethnic Employment Patterns and Economic Performance 6-201
  - Emergence of a Service Society 4-001
  - Growth of Service Employment 4-002J
  - Health Services Mobility Study (HSMS) 3-047
  - Intraorganizational Occupational Mobility 6-110
  - Labor Force Occupations and Technological Change 6-187
  - Longitudinal Analysis of Occupational Mobility 4-006
  - Manpower Training Programs for Women 6-134
  - Nursing Salary and Promotion Structure 6-241
  - Occupational Differences in Wage Discrimination Against Black Men 6-142
  - Occupational Mobility in the U.S. Economy 6-177
  - Organizational Analysis of Engineer Hiring 6-147
  - Perceived Occupational Similarities 6-245
  - Relationship between Employment, Unemployment, and Migration 4-015
  - Sex Differences in Income Determination 6-051
  - State Salary Comparability Study 1-050
  - Structure of Science 6-178
  - Trends in Women's Education, Attainment, Earnings, and Occupations 6-026
  - Upgrading Blue Collar and Service Workers 4-002O
  - Upgrading in Agriculture 3-040
  - Upgrading in Private Industry 3-045
  - Women and the American Occupational Structure 6-261
  - Work Relationships in Medical Care Delivery 6-206
  - Working Conditions, Wage Rates, and Human Capital 6-204
  - Youth Labor Market: International Variations 4-002P
- OCCUPATIONAL TRAINING
  - Experimental Manpower Laboratory: Disadvantaged Youth 2-091
  - Federal Apprenticeship Programs 2-014
  - New Skill Content Translation into Vocational Education Curricula 3-009
  - Occupational Education as a Source of Economic Growth 5-011
  - Preparation for Work 4-002R
  - South Carolina's Industry Start Up Training Program 3-068
  - Upgrading in Private Industry 3-045

  - Vocational Training Choices of Young Males 6-174
  - Years for Decision 4-021B
- OCCUPATIONS—See specific occupation
- OFFENDER EMPLOYMENT RESTRICTION LAWS—See also CORRECTIONS
  - Offender Employment Restrictions 2-036
  - Role of Prison Industries 2-031
  - Work Release Laws, Policies and Operations 2-037
- Offenders—(Projects dealing principally with this subject appear in Chapter 2D.) See CORRECTIONS
- OHIO
  - Manpower Institutional Grant (1974): Oakland University 6-007
  - Part Time Employment in Food Services 6-049
  - Transition to CETA in Ohio 1-011
- OHIO, CLEVELAND
  - Executive Sabbatical Program 1-035
- OHIO, COLUMBUS
  - Supported Employment Planning in Ohio 3-034
- OHIO, DAYTON
  - Dayton Ohio Cooperative Vocational Education Program 3-006
- OHIO, SPRINGFIELD
  - Supported Employment Planning in Ohio 3-034
- OJT—See ON THE JOB TRAINING (OJT)
- OKLAHOMA
  - Manpower Institutional Grant (1974): University of Houston 6-002
- OLDER WORKERS—See also AGING, AGE DISCRIMINATION IN EMPLOYMENT ACT, RETIREMENT, MATURE WORKERS, PENSIONS
  - Career Ladders for Lodging Industry Housekeepers 3-053
  - Early Retirement and the Labor Market Dynamics of Older Workers 6-062
  - Getting and Keeping a Job—Puerto Ricans and Blacks 4-002E
  - Manpower Utilization in Labor Markets 4-037
  - National Longitudinal Surveys of Labor Force Behavior 4-021
  - Pre Retirement Years 4-021A
  - Private Pensions and Involuntary Retirement 4-042
- ON THE JOB TRAINING (OJT)
  - Capability of Black Colleges to Meet Community Needs 1-051
  - Conference on Apprenticeship 2-012
  - Dual Enrollment Training for Operating Engineers 2-007
  - Employment of Handicapped in State Civil Service 4-034
  - Evaluation of NAB JOBS for Disadvantaged 6-086
  - Experimental Manpower Laboratory: Disadvantaged Youth 2-091
  - Federal Apprenticeship Programs 2-014
  - Model Health Care Career Program 2-088
  - NYC Goes to Community College 2-095
  - NYC 2 Goes to Community College 2-089
  - OJT for Precision Machinist Apprentices 2-005
  - Pilot Study of the Apprenticeship System 2-011
  - Related Instruction in Apprenticeship 2-013
  - Survey of Training in Industry 4-045
  - Technical Training Workshops in Apprenticeship 2-015
  - Training Effects on Negro Occupational Aspirations 6-081
  - Wage Versus Job Competition 4-046
- OPERATING ENGINEERS
  - Dual Enrollment Training for Operating Engineers 2-007
  - Related Instruction in Apprenticeship 2-013
- OREGON
  - Career Information System 1-012
  - Computerized Charting for Benchmark Adjustment 1-013
  - Impact of Laws Prohibiting Sex Discrimination 6-096
  - Manpower Institutional Grant (1974): Oregon State University 6-009
- OREGON, PORTLAND
  - Portland Concentrated Employment Program 6-130
  - Supported Employment Planning in Portland 3-035
- ORGANIZATIONAL ENVIRONMENT
  - Educational and Occupational Mobility 6-014
  - Effects of Job and Life Stress on Job-Related Strain 6-114
  - Experimental Manpower Laboratory: Social Systems Intervention 3-062
  - Management Worker Collaboration in Job Structuring 1-071B
  - Organizational Climates and Human Relations 6-028

  - Organizational Experience and Employee Work Attitudes 4-049
  - Quality of Work Bibliography 4-051
  - Supervisor Subordinate Role: A Determinant of Evaluation and Rewards 6-185
  - Urban Teacher Attitudes Toward Male/Female Supervisors 6-039
- ORGANIZATIONAL STRUCTURE
  - Bureaucratic Predisposition and Job Requirements 4-055
  - Cooperative Planning to Improve Occupational Regulation 5-002
  - Health Services Mobility Study (HSMS) 3-047
  - Institutional Racism 6-106
  - Intersystem Linkage and Research Utilization 1-064
  - Intraorganizational Occupational Mobility 6-110
  - Pilot Manpower Training Advisory Service for Employers 4-040
  - Quality of Work Bibliography 4-051
  - Restructuring Health Manpower Organizations 3-049
  - Shared Decisionmaking in Prison Management 2-032
  - Structure of Science 6-178
  - Supervisor Subordinate Role: A Determinant of Evaluation and Rewards 6-185
- ORIENTATION—See also PREVOCATIONAL TRAINING, COUNSELING AND GUIDANCE, ASSESSMENT AND EVALUATION
  - Bridges to Work for Young People 4-002B
  - Effect of Employment on Self Image 6-075
  - Engineers' Reemployment Assistance 2-017
  - Job Patterns for WIN Terminees 2-064
- Out Of-School Programs—See NEIGHBORHOOD YOUTH CORPS (NYC)
- Outmigration—See MIGRATION
- Output—See PRODUCTION
- Overtime—See WORK SCHEDULES
- OWNERS
  - Employment Impact of Federal Assistance for Minority Businesses 5-017

P

- Paramedical Occupations—See HEALTH MANPOWER
- PARAPROFESSIONALS
  - Alternative Qualifications and Credentials for Upgrading Paraprofessionals 3-042
  - Disadvantaged Workers in Parks and Recreation 3-018
  - Indigenous Nonprofessionals in Human Service Organizations 6-195
  - Public Service Employment and Upgrading Project in Vermont 3-020
  - Vocational Adjustment of Physician Assistants 6-196
- Parks—See RECREATION AND PARKS
- Parole—See CORRECTIONS
- PART TIME EMPLOYMENT—See also WORK SCHEDULES
  - Casual Labor in Temporary Help Jobs 4-026
  - Coop Education in School to Work Transition 3-015
  - Part-Time Employment in Food Services 6-049
  - Permanent Part-Time Employment: Exploratory Analysis 4-039
  - Women in Temporary Help Jobs 4-017
  - Women's Nonstandard Workday/Workweek 6-182
- PARTICIPANT OBSERVER METHODOLOGY
  - Implementation of Job Design 6-101
  - Job Stigma and Self Esteem 6-117
  - Mexican Illegal Aliens in Urban Labor Markets 6-132
  - Ohio ES Upgrading Program 3-057
  - R&D Strategy Design for the Employment Service 1-063
  - Restructuring Health Manpower Organizations 3-049
  - Technological Change in Two Arctic Communities 6-186
  - Weaponsmakers: Role Orientations of Scientists and Engineers 6-200
- PEACE—See PROGRAM FOR EDUCATIONAL AND CULTURAL EXCELLENCE
- PENNSYLVANIA
  - Computerized Interarea Job Clearance System 1-027
  - Manpower Institutional Grant (1974): West Virginia University 6-013
- PENNSYLVANIA, DELAWARE VALLEY
  - Services for Workers at the Workplace 4-041
- PENNSYLVANIA, PHILADELPHIA
  - EDT: Assessment of Philadelphia's CEP Experience 1-040
  - Upgrading of the Disadvantaged 3-043
  - Women's Nonstandard Workday/Workweek 6-182
- PENNSYLVANIA, PITTSBURGH
  - Study of the Pittsburgh Plan 2-050
- Pension Portability—See PENSIONS
- PENSIONS—See also RETIREMENT
  - Early Retirement and the Labor Market Dynamics of Older Workers 6-062
  - Manpower Utilization in Labor Markets 4-037
  - Pre-Retirement Years 4-021A
  - Private Pensions and Involuntary Retirement 4-042
- PEP—See PUBLIC EMPLOYMENT PROGRAMS
- PERSONNEL ADMINISTRATION—See also MANPOWER PROGRAM MANAGEMENT, EMPLOYMENT SERVICE MANAGEMENT
  - Changing Schedules of Work 4-032
  - Multiproject Demonstration of Manpower Development 1-007
  - Review of Job Analysis R&D 1-068
- Personnel Selection—See RECRUITMENT
- PERSONS OF LIMITED ENGLISH SPEAKING ABILITY
  - Texas Migrant Demonstration Project 3-074
- Ph.D's—See DOCTORAL DEGREES
- PHENOMENOLOGY
  - Phenomenology of Human Labor 6-151
- Phillips Curve—See UNEMPLOYMENT/INFLATION TRADEOFF
- PHYSICIANS—See also HEALTH MANPOWER
  - Vocational Adjustment of Physician Assistants 6-196
  - Work Relationships in Medical Care Delivery 6-206
- PHYSICISTS
  - Structure of Science 6-178
- PILOT STUDY
  - Improving Entry of Minority Women into Professional and Managerial Jobs 2-041
  - Increasing Minority Women's Employment in Atlanta 2-048
  - Increasing Minority Women's Employment in Houston 2-047
  - Job Offer Response and Labor Market Conditions 6-246
  - Labor Market Information System Design and Use 1-028
  - Measuring the Effectiveness of Counseling in the ES 3-064
  - Newspaper Ads and Employment Service Job Orders 1-021A
  - Pilot Study of the Apprenticeship System 2-011
- Placement—See JOB PLACEMENT
- PLANNING—See COMPREHENSIVE MANPOWER PLANNING, MANPOWER PLANNING, RESEARCH, AND DEVELOPMENT, PRIME SPONSORS' PLANNING COUNCILS
- Planning Council—See PRIME SPONSORS' PLANNING COUNCILS
- PLANT SHUTDOWN—See also EMPLOYMENT TERMINATION, LAYOFFs, TRADE ADJUSTMENT ASSISTANCE
  - Effects of Adjustment Assistance on Displaced Workers 6-225
  - Emotional Reactions of Workers Who Lost Jobs in a Plant Closing 6-089
  - Employment Enabling Services For Women 2-081
  - Factors Affecting Earnings of Workers Terminated In Plant Closure 6-230
  - Urban Renewal Impact on Black Business 6-024
- POLICE—See also LAW ENFORCEMENT
  - Labor Market for Policemen 6-025
  - The Occupational Socialization of Police 6-145
- POLITICAL ACTION INSTITUTIONS
  - Effects of Technology on Organizational Structure 6-079
  - Industrialization, Responses, and Uses of the Political System 6-103
- Poor—See POVERTY
- POPULATION—See also LABOR FORCE, LABOR SUPPLY, IMMIGRANTS
  - Fertility and Labor Participation of Married Women 6-253
  - Needs of Rural Youth in Southeast 2-099
  - Population Decrease and Employment in Agricultural Communities 6-163
  - Population Turnaround in Nonmetropolitan Regions 5-014
  - The Future of the Metropolis 1-065
- POST HIGH SCHOOL TRAINING
  - Educational Consumer Protection 5-009
  - Vocational Training Choices of Young Males 6-174
- Post program Earnings—See ASSESSMENT AND EVALUATION
- POVERTY—See also LOW INCOME, CULTURE OF POVERTY
  - Federal Employment Programs to Raise Low Earnings 1-056B
  - Good Jobs, Poor Jobs 4-002A

Health of Working and Nonworking Poverty Mothers 2-078
Income Dynamics of the Poor 2-063
Industrial Development and Poverty in the Rural South 4-018
Interface of Work and Welfare 4-002C
Rural Labor Markets 4-023
Welfare Careers and Low Wage Employment 2-071
POVERTY AREAS—See also INNER-CITY RESIDENTS, GHETTO RESIDENTS
Dual Labor Market 6-060
PREAPPRENTICE TRAINING—See also APPRENTICESHIP
Study of the Pittsburgh Plan 2-050
Precision Machinist—See MACHINISTS
PREDICTION OF SUCCESS IN PROGRAMS—See also EFFECTIVENESS OF PROGRAMS, TRAINING EFFECTIVENESS AND IMPACT
Assessment Measures for Youth Enrollees 3-060
Employability Among the Visually Impaired 6-154
Factors Affecting Earnings of Workers Terminated In Plant Closure 6-230
Predicting Job or Training Tenure 3-065
Prisoner Rehabilitation Through Behavior Modification 2-026
Use of Biographical Information System in WIN and Food Stamp Programs 3-059
Work and Income in Urban Poverty Areas 4-025
Youth in WIN 2-075
PRETRIAL INTERVENTION—See also CORRECTIONS
Expansion of Pretrial Intervention Programs 2-025
PREVOCATIONAL TRAINING—See also APPRENTICESHIP
Staff Training for Basic Education 3-010
PRICES
Price Response in Markets 7-016
PRIME SPONSORS (CETA)
An Analysis of the Pilot CMP 1-001
Facilitating the Adoption of New Procedures 1-005
Impediments to Alliance of WIN/CETA 1-008
Introduction of CETA in Eastern Massachusetts 1-006
Multiproject Demonstration of Manpower Development 1-007
Planning for Human Resource Development 1-059
Transition to CETA in Ohio 1-011
PRIME SPONSORS' PLANNING COUNCILS—See also REGIONAL PLANNING
Introduction of CETA in Eastern Massachusetts 1-006
Multiproject Demonstration of Manpower Development 1-007
Transition to CETA in Ohio 1-011
PRISON INDUSTRIES—See also CORRECTIONS
Role of Prison Industries 2-031
Prisoners—(Projects dealing principally with this subject appear in Chapter 2D.) See CORRECTIONS
PRIVATE EMPLOYMENT AGENCIES—See also TEMPORARY HELP SERVICE
Employment Characteristics of Chinese Americans 4-013
Labor Market for Scientific Personnel 6-124
Private Household Work—See HOUSEHOLD WORKERS
PRIVATE INDUSTRY—See also INDUSTRY PRACTICES
Black Male Professionals in Industry 4-052
Federal Government and Private Sector Wage Differentials 6-198
Labor Market and Private Retirement Systems 6-125
Public Service Employment and Upgrading Project in Vermont 3-020
Public Service Employment vs. the Private Sector 1-056C
Survey of Training in Industry 4-045
PROBABILITY MODELS
Household Heads, Job Search, and Quit Behavior 6-115
Probation—See JOB RETENTION
PROBATION OFFICERS—See also CORRECTIONS
Comparison of Probation Officers and Volunteers 6-040
PRODUCT DEMAND
Effects of U.S. Sugar Policies and Programs 7-007
Price Response in Markets 7-016
PRODUCTIVITY
Adjustment Costs in the Theory of Labor Demand, Productivity, and Unemployment 6-015
Clearinghouse on Productivity and Quality of Working Life 1-016
Demand for Labor of Uncertain Quality 6-045
Demand for Workers in the U.S. Economy 6-085
Effectiveness in Work Roles 4-047
Employee Participation in Pay Plan Development 4-048
International Comparison of Advances in Productivity 7-013
Management Worker Collaboration in Job Structuring 1-071B
Manpower Policy and Programs—A Planning Project 6-236
Pilot Manpower Training Advisory Service for Employers 4-040
Public Employment Service—Measuring Its Productivity 1-037, 1-046
Short- and Long-Run Demand for Labor Services 6-046
Short Run Employment Fluctuations in Public Utilities 6-255
Total and Primary Factor Productivity 6-139
Validation of Quality of Work Questionnaires 4-050
Wage Differentials in Japanese Manufacturing 6-159
White Collar Work 6-259
PROFESSIONALS
Advanced Service Metropolis 4-002F
Black Male Professionals in Industry 4-052
Dual Worker Married Couples 6-218
Improving Entry of Minority Women into Professional and Managerial Jobs 2-041
Increasing Minority Women's Employment in Atlanta 2-048
Increasing Minority Women's Employment in Houston 2-047
Male and Female Wage and Employment Differences 6-149
National Longitudinal Surveys Clearinghouse 4-021E
Unionized New York Social Service Employees 6-183
Proficiency Examinations—See TESTING
PROGRAMED INSTRUCTION—See also INSTRUCTIONAL MATERIALS, EDUCATION, TRAINING
Developing In-House Education for NYC-2 3-011
Effectiveness of Graham Associates NEP on NYC-2 3-013
OJT for Precision Machinist Apprentices 2-005
Performance Based Apprentice Training 2-009
Prisoner Rehabilitation Through Behavior Modification 2-026
Staff Training for Basic Education 3-010
Technical Training Workshops in Apprenticeship 2-015
Project Bolt—See BASIC OCCUPATIONAL LANGUAGE TRAINING
Project Surge—See SERVICES UNITED FOR RESPONSIBLE AND GAINFUL EMPLOYMENT (SURGE)
PROJECT TALENT
Educational and Occupational Mobility 6-014
Labor Market Behavior of Male Youth 6-118
Project VEHTS—See VERSATILE EMPLOYMENT OF HEALTH TRAINED SERVICEMEN
Promotion—See UPGRADING
PSC—See PUBLIC SERVICE CAREERS
Public Agencies—See GOVERNMENT WORK
Public Assistance—See WELFARE PROGRAMS
Public Employment—See GOVERNMENT WORK
PUBLIC EMPLOYMENT PROGRAM
Public Employment Programs in Wisconsin 6-157
PUBLIC EMPLOYMENT PROGRAMS—(Projects dealing principally with this subject appear in Chapter 3B.)
Demand and Supply Considerations of Expanded Public Employment Program 1-056D, 1-056E
Disadvantaged Workers in Parks and Recreation 3-018
Experimental Manpower Laboratory: Disadvantaged Youth 2-091
Federal Employment Programs to Raise Low Earnings 1-056B
Guaranteed Job Program 6-050
Job Satisfaction and Parolee Recidivism 1-056A
Manpower Research and Formation of Policy 1-070
Multiproject Demonstration of Manpower Development 1-007
Municipal Government Employment and Wages 6-220
Public Employment Programs in Wisconsin 6-157
Public School Teachers Wage Determination 6-197
Public Service Employment and Upgrading Project in Vermont 3-020
Public Service Employment for the Disadvantaged 6-158
Public Service Employment vs. the Private Sector 1-056C
Rural Labor Markets 4-023
Rural Manpower Policy Research Group 2-109
Supported Employment in the Public Sector 3-025
Trade Adjustment Assistance: A Case Study 6-191
Transitional Effects of Public Service Employment 3-017
Union Impact on PEP 3-019

- PUBLIC EMPLOYMENT SERVICE—See also particular aspects of employment service operations
  - Computerized Interarea Job Clearance System 1-027
  - Conference on the Public Employment Service 1-036
  - Employment Characteristics of Chinese Americans 4-013
  - Evaluation Methodology for Employer Services Program 1-045
  - Executive Order 11598 and the Employment Service 1-039
  - Experimental Design of Net Benefit Analysis of the Employment Service 1-042
  - Facilitating Employment of Disabled Veterans 2-052
  - Impact of Mandatory Registrants on ES 1-033
  - Improve Linkage Through Regional Staffs 1-067
  - Improvement of Employer Services in the Employment Service 1-044
  - Job Bank: A Case Study 1-031
  - Job Search and Relocation Assistance Pilot Project 3-070
  - Job Search for Male Youth 6-037
  - Labor Exchange Role: ES vs. Want Ads 1-015
  - Labor Market Information System Design and Use 1-028
  - Labor Market, Inflation, and Manpower Policy 4-004
  - Labor Market: An Information System 1-014B
  - Measuring Effectiveness of Job Information Service of USES 1-026
  - Measuring the Effectiveness of Counseling in the ES 3-064
  - Newspaper Ads and Employment Service Job Orders 1-021A
  - Public Employment Service—Employee Perceptions of Management Practices 1-055
  - Public Employment Service—Measuring Its Productivity 1-037, 1-046
  - R&D Strategy Design for the Employment Service 1-063
- Public Health Industry—See HEALTH MANPOWER
- Public Policy—See ECONOMIC POLICY
- PUBLIC SAFETY—See also POLICE, FIREFIGHTERS
- Public School Teachers—See TEACHERS
- PUBLIC SECTOR—See also GOVERNMENT WORK, PUBLIC EMPLOYMENT PROGRAMS
  - Labor in Nonprofit Industries and Government 4-010
  - Public School Teachers Wage Determination 6-197
- PUBLIC SERVICE CAREERS
  - Disadvantaged Workers in Parks and Recreation 3-018
- Public Service Employment—See PUBLIC EMPLOYMENT PROGRAMS
- PUBLIC UTILITIES
  - Feasibility for Research on Public Utility Labor Market 4-035
  - Integration of Women into Male-Oriented Jobs 4-036
  - Public Utility Internal Labor Market Study 4-043
  - Short Run Employment Fluctuations in Public Utilities 6-255
- Public Welfare Laws—See WELFARE LEGISLATION
- Public Welfare Programs—See WELFARE PROGRAMS
- PUERTO RICANS—See also SPANISH SPEAKING AMERICANS
  - An Analyses of Earnings Among Persons of Spanish Origin in the Midwest 6-018
  - Employment and Income: Puerto Rico Simulation Model 6-223
  - Getting and Keeping a Job—Puerto Ricans and Blacks 4-002E
  - Labor Force Characteristics of Puerto Rican Migrants 2-040
  - Manpower Research and Formation of Policy 1-070
- PUERTO RICO
  - Employment and Income Consequence of Alternative Development Strategies 6-224
  - Labor Force Characteristics of Puerto Rican Migrants 2-040
  - Manpower Institutional Grant (1974): SUNY (Buffalo) 6-005
- PULP AND PAPER INDUSTRY
  - Domestic Impacts of an Overvalued Currency 7-006

Q

- Qualifications—See JOB APPLICANTS
- QUALITY OF EMPLOYMENT—See also JOB SATISFACTION
  - Changing Schedules of Work 4-032
  - Effectiveness in Work Roles 4-047
  - Effects of Job and Life Stress on Job Related Strain 6-114
  - Employee Participation in Job Structuring 4-038
  - Employment Quality and Self-Investment in Work 6-249
  - Management Worker Collaboration in Job Structuring 1-071B
  - Quality of Work Bibliography 4-051
  - Validation of Quality of Work Questionnaires 4-050
  - Vocational Adjustment of Physician Assistants 6-196

R

- RACE—See also DISCRIMINATION, RACIAL DISCRIMINATION, BLACKS
  - Why Do Blacks and Women Have High Unemployment Rates? 6-260
- RACIAL DISCRIMINATION—See also EQUAL EMPLOYMENT OPPORTUNITY COMMISSION, DISCRIMINATION
  - Federal Civil Rights Legislation and Economic Positions of Minorities 6-080
  - Good Jobs, Poor Jobs 4-002A
  - Housing Discrimination Effect on Negro's Commuting 6-077
  - Institutional Racism 6-106
  - National Longitudinal Surveys Clearinghouse 4-021E
  - Negro Employment in the South 2-045
  - Occupational Differences in Wage Discrimination Against Black Men 6-142
  - Supervisor-Subordinate Role: A Determinant of Evaluation and Rewards 6-185
  - Turnover, Unemployment, and the Dual Labor Market 6-235
- Racial Minorities—(Projects dealing principally with this subject appear in Chapter 2E.) See MINORITIES
- READING—See also BASIC EDUCATION
- Real Earnings—See EARNINGS
- Recidivism—See CORRECTIONS
- RECREATION AND PARKS
  - Disadvantaged Workers in Parks and Recreation 3-018
- RECRUITMENT—See also HIRING PRACTICES
  - Casual Labor in Temporary Help Jobs 4-026
  - Disadvantaged Workers in Parks and Recreation 3-018
  - Economics of Canadian Military Manpower Supply 6-072
  - Expectancy Theory of Motivation 6-088
  - Experimental Job Trials 3-063
  - Impact of Court Cases on Minority Employment 5-007
  - Improving Entry of Minority Women into Professional and Managerial Jobs 2-041
  - Increasing Minority Women's Employment in Houston 2-047
  - Labor Market for Policemen 6-025
  - Labor Market Information Systems and the Disadvantaged 1-024
  - Predicting Job or Training Tenure 3-065
  - Proficiency Test for Technical Occupations 2-009A
  - Public Utility Internal Labor Market Study 4-043
  - State Employment Service Professional Selection System 1-049
  - Study of the Pittsburgh Plan 2-050
  - Upgrading in Agriculture 3-040
  - Women in Temporary Help Jobs 4-017
- REEMPLOYMENT ASSISTANCE
  - Engineers' Reemployment Assistance 2-017
- Referral—See JOB PLACEMENT
- Regional Labor Markets—See LABOR MARKET AREAS
- REGIONAL OFFICE OF MANPOWER ADMINISTRATION
  - Development of a Regional Computer Based Management Information System 1-019
  - Improve Linkage Through Regional Staffs 1-067
  - Manpower Institutional Grant (1974): Boston University 6-001
  - Manpower Institutional Grant (1974): Memphis State University 6-003
  - Manpower Institutional Grant (1974): North Carolina A&T State University 6-006
  - Manpower Institutional Grant (1974): Oakland University 6-007
  - Manpower Institutional Grant (1974): Oklahoma State University 6-008
  - Manpower Institutional Grant (1974): Oregon State University 6-009
  - Manpower Institutional Grant (1974): Pan American University 6-010
  - Manpower Institutional Grant (1974): San Francisco State University 6-011
  - Manpower Institutional Grant (1974): SUNY (Buffalo) 6-005
  - Manpower Institutional Grant (1974): University of Houston 6-002
  - Manpower Institutional Grant (1974): University of Missouri—Columbia 6-004
  - Manpower Institutional Grant (1974): University of Utah 6-012
  - Manpower Institutional Grant (1974): West Virginia University 6-013

- REGIONAL PLANNING—See also COMPREHENSIVE MANPOWER PLANNING, PRIME SPONSORS' PLANNING COUNCILS
  - An Analysis of Mature Regions 6-021
  - Population Turnaround in Nonmetropolitan Regions 5-014
- Registry and Placement Service—See JOB PLACEMENT
- REHABILITATION—See also DRUG USERS, HANDICAPPED, ALCOHOLICS, CORRECTIONS
  - An Economic Evaluation of Vocational Rehabilitation in Louisiana 6-069
  - Coal Miners Under Black Lung Law 5-006
  - Comparison of Probation Officers and Volunteers 6-040
  - Drug Abuse Prevention in Youth Resident Centers 2-003
  - Effect of Employment on Self-Image 6-075
  - Employer Attitudes Toward Ex-Offenders 6-210
  - Job Satisfaction and Parolee Recidivism 1-056A
  - Physical Rehabilitation and Employment of WIN Recipients 2-067
  - Prisoner Rehabilitation Through Behavior Modification 2-026
  - Retaining Problem Drinkers on the Job 2-004
  - Sheltered Workshops and Handicapped Clients Survey 3-039
  - Women Offenders Projects 2-034
  - Work Release Laws, Policies and Operations 2-037
- Reinforcement—See SOCIAL REINFORCEMENT
- RELATED INSTRUCTION
  - Conference on Apprenticeship 2-012
  - Dual Enrollment Training for Operating Engineers 2-007
  - Federal Apprenticeship Programs 2-014
  - Journeyman Upgrading Programs in Construction 3-046
  - Performance Based Apprentice Training 2-009
  - Pilot Study of the Apprenticeship System 2-011
  - Related Instruction in Apprenticeship 2-013
- Relocation Assistance—See MOBILITY ASSISTANCE
- Remedial Education—See BASIC EDUCATION
- Research and Development—See MANPOWER PLANNING, RESEARCH, AND DEVELOPMENT
- Research Funding—See FEDERAL FUNDING
- Research Review—See LITERATURE REVIEW
- RESIDENTIAL JOB CENTERS—See also JOB CORPS
- RETARDED
  - Employment of Handicapped in State Civil Service 4-034
  - Handbook for Employment of the Slow Learner 2-104
- RETENTION OF TRAINEES—See also DROPOUTS
- Retention of Workers—See JOB RETENTION
- RETIREMENT—See also OLDER WORKERS, PENSIONS, TRANSITION FROM WORK TO RETIREMENT
  - Early Retirement and the Labor Market Dynamics of Older Workers 6-062
  - Labor Market and Private Retirement Systems 6-125
  - Manpower Utilization in Labor Markets 4-037
  - Private Pensions and Involuntary Retirement 4-042
  - Second Career Patterns of Military Retirees 6-250
- RETRAINING
  - Exploratory Empirical Research on Secondary Labor Markets 6-227
  - Factors Affecting Earnings of Workers Terminated In Plant Closure 6-230
- RETURNS ON EDUCATIONAL INVESTMENT—See also HUMAN CAPITAL, ASSESSMENT AND EVALUATION, EDUCATION EFFECT ON CAREER PATTERNS
  - An Analysis of Training Under the GI Bill 2-051
  - Career Thresholds 4-021C
  - Demand for Education of White and Black Males 6-162
  - Determinants of Economic Success 5-010
  - Economic Status of Asians and Blacks in California 6-164
  - Educational Attainment and Adult Status of Brothers 6-052
  - Employment Quality and Self Investment in Work 6-249
  - Measuring Economic Value of Schooling Output 6-138
  - National Longitudinal Surveys Clearinghouse 4-021E
  - National Longitudinal Surveys of Labor Force Behavior 4-021
  - Occupational Differences in Wage Discrimination Against Black Men 6-142
  - Pre Retirement Years 4-021A
  - Preparation for Work 4-002R
  - Public School Teachers Wage Determination 6-197
  - Rates of Return to Educational Investment 6-160
  - Registered Nurse Training Programs 6-161
  - Vocational Training Choices of Young Males 6-174
  - Wage Versus Job Competition 4-046
- RETURNS ON TRAINING—See also ASSESSMENT AND EVALUATION, HUMAN CAPITAL, TRAINING EFFECTIVENESS AND IMPACT
  - An Analysis of Training Under the GI Bill 2-051
  - Effects of Enrollment in Manpower Programs 1-061
  - Pre-Retirement Years 4-021A
  - Registered Nurse Training Programs 6-161
- REVENUE SHARING—See MANPOWER REVENUE SHARING
- RHODE ISLAND
  - Economic Analysis of Occupational Licensure 5-003
  - Labor Force Participation and Mothers' Fertility 6-120
  - Manpower Institutional Grant (1974): Boston University 6-001
- ROLE CONFLICT
  - Characteristics of Career and Homemaking Oriented Women 6-244
  - Role Conflicts of Indigenous Welfare Aids 6-165
  - Unionized New York Social Service Employees 6-183
  - Vocational Adjustment of Physician Assistants 6-196
  - Weaponsmakers: Role Orientations of Scientists and Engineers 6-200
- ROLE MODELS
  - Career Goals of Black College Women 6-238
  - Characteristics of Career and Homemaking Oriented Women 6-244
  - Dual Careers 4-021D
  - Employment Program for Minority Girls 2-084
  - Facilitating the Adoption of New Procedures 1-005
  - In-School Employment Project for Young Black Teenage Girls 2-039
  - In-School NYC for Young Girls 2-092
  - National Longitudinal Surveys of Labor Force Behavior 4-021
  - Role Models, Occupational Knowledge: Adolescent Socialization 6-166
  - Vocational Adjustment of Physician Assistants 6-196
  - Women's Postgraduate Employment 6-222
  - Years for Decision 4-021B
- ROLE PLAYING
  - Facilitating the Adoption of New Procedures 1-005
- RURAL AREAS
  - Economic Development in a Navaho Community 6-017
  - Effect of Social Support on the Consequences of Job Loss 6-105
  - Industrial Development and Poverty in the Rural South 4-018
  - Low-Income Families in Four Rural Counties 4-011
  - Manpower Research and Formation of Policy 1-070
  - Mississippi STAR Labor Mobility Project 3-072
  - Model NYC Programs for Rural Youth 2-090
  - Model Rural Youth Projects for Southwest 2-098
  - Model WIN Project for Rural Areas 2-060
  - Needs of Rural Youth in Southeast 2-099
  - Nonfarm Employment Problems of Farm Laborers 2-103
  - Nonfarm Work of Farm Family Members 6-214
  - Public Employment Programs in Wisconsin 6-157
  - Public Service Employment and Upgrading Project in Vermont 3-020
  - Rural Labor Markets 4-023
  - Rural Manpower Policy Research Group 2-109
  - Structural Analysis of the Knights of Labor 6-156
- RURAL MANPOWER POLICY RESEARCH GROUP
  - Rural Manpower Policy Research Group 2-109

S

- Salaries—See WAGES
- SALARY COMPARABILITY STUDIES
  - Faculty Salary Differentials, University of Massachusetts 6-065
  - State Salary Comparability Study 2-050
- SALESWORKERS
  - New Skill Content Translation into Vocational Education Curricula 3-009
- Samoa—See AMERICAN SAMOA
- SANITATION WORKERS
  - Job Stigma and Self Esteem 6-117

- School Teachers—See TEACHERS
- School-To-Work Transition—See TRANSITION FROM SCHOOL TO WORK
- Schools—See HIGH SCHOOLS
- SCIENTISTS
  - College Men's Choice of Science Careers 6-036
  - Engineers and Scientists in California 6-068
  - Engineers' Reemployment Assistance 2-017
  - Labor Market Experience for Engineers 2-018
  - Labor Market for Scientific Personnel 6-124
  - Mail-Matching of Applicants and Jobs 6-221
  - Reduced Research Funding and University Scientists 6-058
  - Weaponsmakers: Role Orientations of Scientists and Engineers 6-200
- SEASONAL EMPLOYMENT—See also TEMPORARY EMPLOYMENT; MIGRANTS
  - Citrus Labor Market Demonstration Project 4-009
  - Manpower Utilization in the Homebuilding Industry 6-216
  - Upgrade Training in the Canning Industry 3-054
  - Upgrading in Agriculture 3-040
- SECOND CAREERS
  - Second Career Patterns of Military Retirees 6-250
- Secondary Education—See HIGH SCHOOLS
- SECONDARY LABOR FORCE—See also DUAL LABOR MARKETS
  - Streetcorner Shapeup Jobholders 4-008
- Secondary Labor Market—See DUAL LABOR MARKETS
- SECRETARIAL OCCUPATIONS—See also CLERICAL WORK; STENOGRAPHERS
  - Years for Decision 4-021B
- Segregation—See HOUSING SEGREGATION
- Selection—See RECRUITMENT
- Self-Employed—See OWNERS
- SELF-HELP FOR JOBSEEKERS
  - Engineers' Reemployment Assistance 2-017
  - Job Information Center 1-023
- Self-Image—See ATTITUDES
- Seminars—See CONFERENCES
- SENIORITY SYSTEMS
  - Impact of Court Cases on Minority Employment 5-007
- SERVICE DELIVERY SYSTEMS
  - An Analysis of the Pilot CMP 1-001
  - Better Budgeting for Human Resource Programs 1-014C
  - Bridges to Work for Young People 4-002B
  - California's Job Agent System 1-041
  - Conference on the Public Employment Service 1-036
  - Cooperative Manpower Planning for Nonmetropolitan Populations 1-002
  - Design of a Labor Market Information System 1-029
  - Facilitating the Adoption of New Procedures 1-005
  - Human Economy 4-002G
  - Human Services Manpower Career Center 1-043
  - Job Patterns for WIN Terminees 2-064
  - Labor Market Information for Local Delivery of Manpower Services 1-025
  - Large City Budgeting for Human Resources Expenditures 4-002T
  - Localized Job Search Information System 1-032
  - Mississippi STAR Labor Mobility Project 3-072
  - Multiproject Demonstration of Manpower Development 1-007
  - Public Service Employment and Upgrading Project in Vermont 3-020
  - Rural Manpower Policy Research Group 2-109
  - Systems Approach to Taxonomy of Disadvantagement 3-067
  - Use of Vouchers for the Purchase of Social Services 3-069
  - Work and Income in Urban Poverty Areas 4-025
  - Youth Labor Market: International Variations 4-002P
- SERVICE INDUSTRIES
  - Advanced Service Metropolis 4-002F
  - Effect of Collective Bargaining on Low Wage Employment 4-024
  - Emergence of a Service Society 4-001
  - Growth of Service Employment 4-002J
  - Labor Supply for Lower Level Occupations 4-019
  - Occupational Licensing and Public Policy 5-012
  - Role Conflicts of Indigenous Welfare Aids 6-165
  - Suburbanization and the City: The Metropolitan Labor Market 4-002M
  - Upgrading Blue-Collar and Service Workers 4-002O
- Services to Employers—See EMPLOYER SERVICES
- SERVICES TO WORKERS—See also SUPPORTIVE SERVICES
  - Impact of BOLT on Manpower Agencies 3-001
  - Mail-Matching of Applicants and Jobs 6-221
  - Supplemental Uses of the Workplace 4-044
- SEX DIFFERENCES—See also MALE/FEMALE
  - Budgets, Earnings, and Work of Married Women 6-258
  - Collection and Dissemination of Data on Problems of Female Offenders 2-036A
  - Low Wages for Women Workers 6-053
  - Male and Female Wage and Employment Differences 6-149
  - National Longitudinal Surveys Clearinghouse 4-021E
  - Sex and Occupational Prestige 6-233
  - Sex Differences in Income Determination 6-051
  - Spanish Americans in the Labor Market 2-049
  - Urban Teacher Attitudes Toward Male/Female Supervisors 6-039
  - Why Do Blacks and Women Have High Unemployment Rates? 6-260
- SEX DISCRIMINATION—See also WOMEN; EQUAL EMPLOYMENT OPPORTUNITY COMMISSION; WAGE DIFFERENTIALS; MALE/FEMALE
  - Collection and Dissemination of Data on Problems of Female Offenders 2-036A
  - Economics of Sex Discrimination 6-073
  - Geographical Immobility and Low-Income Area Unemployment 6-082
  - Impact of Laws Prohibiting Sex Discrimination 6-096
  - Maternity Leave Benefits 2-080
  - National Longitudinal Surveys Clearinghouse 4-021E
  - National Longitudinal Surveys of Labor Force Behavior 4-021
  - NOW: The Formative Years 6-141
  - Sex Differences in Income Determination 6-051
  - University Salary Structure and Sex Discrimination 6-257
  - Women in Wisconsin Apprenticeship 2-016
- SHELTERED WORKSHOPS
  - Employment of Handicapped in State Civil Service 4-034
  - Sheltered Workshops and Handicapped Clients Survey 3-039
- SHOE INDUSTRY
  - Analysis of U.S. Footwear Industry 7-008
  - Trade Adjustment Assistance: A Case Study 6-191
- SIMULATION
  - Effects of Trade Liberalization on Trade and Employment by Industry 7-010
  - Effects of U.S. Sugar Policies and Programs 7-007
  - Employment and Income: Puerto Rico Simulation Model 6-223
  - Facilitating the Adoption of New Procedures 1-005
  - Labor Market Information System Design and Use 1-028
  - Trade and Employment Effects of Multilateral Trade Liberalization 7-024
- Skill Training—See OCCUPATIONAL TRAINING
- Skill Transferability—See TRANSFERABILITY OF SKILLS
- SKILLED WORKERS
  - Affirmative Action Plans in Construction 5-013
  - Coal Industry's Manpower Needs Study 4-027
  - Economic Analysis of Occupational Licensure 5-003
  - Occupational Licensing and Public Policy 5-012
  - Proficiency Test for Technical Occupations 2-009A
  - Structural Analysis of the Knights of Labor 6-156
  - Weaponsmakers: Role Orientations of Scientists and Engineers 6-200
- SMALL GRANT RESEARCH PROJECTS—(These projects appear in Chapter 6C.)
- SMSA—See STANDARD METROPOLITAN STATISTICAL AREA (SMSA)
- SOCIAL CHANGE
  - Model Urban Indian Centers 2-042
  - Model WIN Project for Rural Areas 2-060
  - State Labor Legislation for Women 6-035
  - WIN: Making Adults Economically Independent 2-074
- Social Health Technicians—See HEALTH MANPOWER
- SOCIAL INDICATORS
  - Effectiveness in Work Roles 4-047
  - Manpower Research and Formation of Policy 1-070
  - Technological Change in Two Arctic Communities 6-186
- SOCIAL MOBILITY—See also LABOR MOBILITY
  - Black and Ethnic Employment Patterns and Economic Performance 6-201

  Effects of Technology on Organizational Structure 6-079
  Job Mobility of Mexican-American Men 6-175
  The Development of the Labor Force in San Francisco, 1870-1910 6-057
SOCIAL POLICIES—(Projects dealing principally with this subject appear in Chapter 5.)
SOCIAL REINFORCEMENT
  The Impact of the Work Environment on Life Outside the Job 6-098
  Work and Lifestyle Organization 6-203
SOCIAL RELATIONSHIPS
  Adolescent Social System Impact on Occupational Achievement 6-091
  Contribution of Social Resources in the Labor Force 6-042
  Effects of Technology on Organizational Structure 6-079
  Noneconomic Impacts of Job Corps 2-101
  Role Models, Occupational Knowledge. Adolescent Socialization 6-166
  Social Network Effects on Employment 6-256
  Structure of Science 6-178
  Wage Labor and Urban Chicano Adaptation 6-199
SOCIAL SCIENCES
  Clearinghouse on Productivity and Quality of Working Life 1-016
SOCIAL SERVICE EMPLOYEES
  Decision to Participate in WIN (Michigan) 2-056
  Manpower Programing and Social Work Expertise 1-034
  Role Conflicts of Indigenous Welfare Aids 6-165
  Social Service Tasks and Education Preparation 6-074
  Social Work Education and the WIN Program 2-070
  Social Workers in Manpower Programs 6-172
  Unionized New York Social Service Employees 6-183
SOCIAL STRUCTURE
  Critique of Duncan's Stratification Research 6-043
  Emergence of a Service Society 4-001
  Law and the Development of Citizenship 6-128
  Organizational Climates and Human Relations 6-028
  Structure of Science 6-178
Social Support—See SUPPORTIVE SERVICES
Social Workers—See SOCIAL SERVICE EMPLOYEES
Socioeconomic Status—See STATUS
SOCIOLOGICAL FACTORS
  National Longitudinal Surveys of Labor Force Behavior 4-021
  Technological Change in Two Arctic Communities 6-186
SOUTH CAROLINA
  Manpower Institutional Grant (1974): Memphis State University 6-003
  South Carolina's Industry Start Up Training Program 3-068
SOUTH DAKOTA
  Manpower Institutional Grant (1974): University of Utah 6-012
SOUTHEASTERN STATES
  Needs of Rural Youth in Southeast 2-099
  Resource Adjustment and Mechanization in the Tobacco Industry 4-029
  South Carolina's Industry Start Up Training Program 3-068
SOUTHERN STATES
  Black Male Professionals in Industry 4-052
  Emigration of Southern Blacks 6-070
  Industrial Development and Poverty in the Rural South 4-018
  Low Income Families in Four Rural Counties 4-011
  Negro Employment in Southern Construction Industry 2-044
  Negro Employment in the South 2-045
  Negro Occupational Status and Education 4-022
  Rural Labor Markets 4-023
  Southern Black Construction Craftsmen 2-043
SOUTHWESTERN STATES
  Model Rural Youth Projects for Southwest 2-098
  Texas Migrant Demonstration Project 3-074
SPANISH SPEAKING AMERICANS—See also CHICANOS, MEXICAN AMERICANS, PUERTO RICANS
  A Comparative Analysis of White, Black, and Latino Income Distributions 6-038
  An Analysis of Earnings Among Persons of Spanish Origin in the Midwest 6-018
  Economic Status of Asians and Blacks in California 6-164
  Impact of BOLT on Manpower Agencies 3-001
  Manpower Institutional Grant (1974): Pan American University 6-010
  Mexican Illegal Aliens in Urban Labor Markets 6-132
  Model Rural Youth Projects for Southwest 2-098
  Nonfarm Employment Problems of Farm Laborers 2-103
  Social Inequality and Labor Force Participation 6-171
  Spanish Americans in the Labor Market 2-049
  Wage Labor and Urban Chicano Adaptation 6-199
SPECIAL MANPOWER RESEARCH GRANTS—(These projects appear in Chapter 6.)
Staff Attitudes—See EMPLOYER ATTITUDES
STAFF TRAINING
  Drug Abuse Prevention in Youth Resident Centers 2-003
  Experimental Manpower Laboratory: Disadvantaged Youth 2-091
  Facilitating the Adoption of New Procedures 1-005
  Manpower Institutional Grant (1974): Boston University 6-001
  Manpower Institutional Grant (1974): Memphis State University 6-003
  Manpower Institutional Grant (1974): North Carolina A&T State University 6-006
  Manpower Institutional Grant (1974): Oakland University 6-007
  Manpower Institutional Grant (1974): Oklahoma State University 6-008
  Manpower Institutional Grant (1974): Oregon State University 6-009
  Manpower Institutional Grant (1974): Pan American University 6-010
  Manpower Institutional Grant (1974): San Francisco State University 6-011
  Manpower Institutional Grant (1974): SUNY (Buffalo) 6-005
  Manpower Institutional Grant (1974): University of Houston 6-002
  Manpower Institutional Grant (1974): University of Missouri - Columbia 6-004
  Manpower Institutional Grant (1974): University of Utah 6-012
  Manpower Institutional Grant (1974): West Virginia University 6-013
  Program for Information on Manpower Services 1-047
  Staff Training for Basic Education 3-010
  Training for Manpower Program Administrators and Planners 1-048
  Vocational Guidance in High School 3-016
Staffing—See MANPOWER PROGRAM STAFFING
STANDARD METROPOLITAN STATISTICAL AREA (SMSA)
  Municipal Government Employment and Wages 6-220
  Unemployment and Commuting Within Geographical Areas 6-251
  Unions and Labor Market Segmentation 6-194
STATE AND LOCAL GOVERNMENTS
  Alternatives to Incarceration 2-021
  An Analysis of the Pilot CMP 1-001
  Bureaucratic Competition and Intergovernmental Relations 6-100
  California's Job Agent System 1-041
  Cooperative Planning to Improve Occupational Regulation 5-002
  Demand and Supply Considerations of Expanded Public Employment Program 1-056D, 1-056E
  Demand for Municipal Employees 6-047
  Employment of Handicapped in State Civil Service 4-034
  Engineers' Reemployment Assistance 2-017
  Financial Resources of Released Prisoners 6-228
  Guaranteed Job Program 6-050
  Manpower Impact of Government Programs and Policies 5-008
  Manpower Research and Formation of Policy 1-070
  Manpower Utilization in Local Government 4-002L
  Municipal Government Employment and Wages 6-220
  Negro Employment in the South 2-045
  Public Service Employment and Upgrading Project in Vermont 3-020
  Public Service Employment vs. the Private Sector 1-056C
  Social Workers in Manpower Programs 6-172
  State and Local Government Employee Characteristics 4-028
  State Labor Legislation for Women 6-035

  State Salary Comparability Study 1-050
  Transitional Employment Experimental Model 3-021
  Union Impact on PEP 3-019
State Employment Service—See PUBLIC EMPLOYMENT SERVICE
STATE MANPOWER SERVICES COUNCIL (CETA)
  Multiproject Demonstration of Manpower Development 1-007
State Salary Comparability Survey—See SALARY COMPARABILITY STUDIES
STATE-OF-THE-ART PAPERS
  Changing Schedules of Work 4-032
  Employment Impact of Multinational Corporations 5-005
  Labor Market Experience for Engineers 2-018
  Methods of Assessing the Disadvantaged 3-058
  Occupational Licensing and Public Policy 5-012
  Organizational Experience and Employee Work Attitudes 4-049
  Quality of Work Bibliography 4-051
  Review of Job Analysis R&D 1-068
  Review of Labor Market Analysis R&D 1-069
  Streetcorner Shapeup Jobholders 4-008
  Systems Approach to Taxonomy of Disadvantagement 3-067
  Women and Work 2-082
STATUS—See also ECONOMIC STATUS; OCCUPATIONAL STATUS
  College Men's Choice of Science Careers 6-036
  Contribution of Social Resources to the Labor Force 6-042
  Critique of Duncan's Stratification Research 6-043
  Determinants of Economic Success 5-010
  Early Career Allocation and Socioeconomic Attainment 6-061
  Educational and Occupational Mobility 6-014
  Educational Attainment and Adult Status of Brothers 6-052
  Effect of Employment on Self-Image 6-075
  Inflation and Distribution of Income 6-131
  Job Mobility of Mexican American Men 6-175
  Law and the Development of Citizenship 6-125
  Measuring Economic Value of Schooling Growth 6-118
  National Longitudinal Surveys Clearinghouse 4-021F
  Sex and Occupational Prestige 6-233
  Social Network Effects on Employment 6-256
  Sociological Aspects of Debt Entanglement 6-173
  Women's Nonstandard Workday/Workweek 6-182
STEEL INDUSTRY
  Labor Union Response to Federal Manpower Policy 6-127
  Manpower Planning in the Steel Industry 4-002D
  Removing Restrictions on Imports of Steel 7-018
STENOGRAPHERS—See also SECRETARIAL OCCUPATIONS
  New Skill Content Translation into Vocational Education Curricula 3-009
STRUCTURAL UNEMPLOYMENT
  The Female Insured Unemployed 6-090
STUDENTS—See also HIGH SCHOOLS; UNIVERSITIES AND COLLEGES; YOUTH
  Career Goals of Black College Women 6-238
  College Men's Choice of Science Careers 6-036
  College Performance of High School Dropouts 6-202
  Labor Supply for Lower Level Occupations 4-019
  Metropolitan Labor Market: New York 1-014A
SUBURBAN AREAS
  Employment Decentralization and Minority Labor Supply 6-076
SUBURBAN LABOR MARKETS
  Suburbanization and the City: The Metropolitan Labor Market 4-002M
  The Future of the Metropolis 1-065
SUGAR INDUSTRY
  Effects of U.S. Sugar Policies and Programs 7-007
SUMMER JOBS—See also NEIGHBORHOOD YOUTH CORPS (NYC)
  Evaluation of 1972 Summer Intern Program 2-093A
SUPERVISION
  Career Ladders for Lodging Industry Housekeepers 3-053
  Clearinghouse on Productivity and Quality of Working Life 1-016
  Facilitating Employment of Disabled Veterans 2-052
  In-Plant Upgrading and Mobility Patterns 3-050
  Labor Market, Inflation, and Manpower Policy 4-004
  Management-Worker Collaboration in Job Structuring 1-073B
  Measurement of Alienation Through Behavioral Rating Scales 6-137
  Model Assessment and Classification System in Corrections 2-023
  Multiproject Demonstration of Manpower Development 1-007
  Shared Decisionmaking in Prison Management 2-032
  Training and Entry into Union Construction People, Jobs, Income 2-006
  Urban Teacher Attitudes Toward Male/Female Supervisors 6-039
SUPPLY ACCESS
  Domestic Impacts of an Overvalued Currency 7-006
  Supply Access Issues 7-022
Supply of Labor—See LABOR SUPPLY
SUPPORTED EMPLOYMENT—(Projects dealing principally with this subject appear in Chapter 3C.) See also JOB CREATION
  Demand and Supply Considerations of Expanded Public Employment Program 1-056D, 1-056E
  Federal Employment Programs to Raise Low Earnings 1-056B
  Pioneer Messenger Service 3-024
  Public Service Employment and Upgrading Project in Vermont 3-020
  Public Service Employment vs. the Private Sector 1-056C
  Supported Employment Demonstration Project 3-038
  Supported Employment in the Public Sector 3-025
  Supported Employment Planning in Atlanta 3-026
  Supported Employment Planning in Boston 3-027
  Supported Employment Planning in Detroit 3-028
  Supported Employment Planning in Hartford 3-029
  Supported Employment Planning in Jersey City 3-030
  Supported Employment Planning in New Orleans 3-032
  Supported Employment Planning in Newark 3-031
  Supported Employment Planning in Oakland 3-033
  Supported Employment Planning in Ohio 3-034
  Supported Employment Planning in Portland 3-035
  Supported Employment Planning in San Francisco 3-036
  Supported Employment Planning in Utah 3-037
  Transitional Effects of Public Service Employment 3-017
SUPPORTIVE SERVICES—(Projects dealing principally with this subject appear in Chapter 3F.) See also BONDING ASSISTANCE; CHILD DAY CARE; HEALTH CARE
  Income Maintenance for Ex-Offenders with Related Analysis, Coordination, and Inf 2-022
  Better Budgeting for Human Resource Programs 1-014C
  Effectiveness of Graham Associates Demonstration Project 2-100
  Experimental Research and Income Maintenance Project for Ex-Offenders 2-028, 2-027
  Improving Entry of Minority Women into Professional and Managerial Jobs 2-041
  Income Maintenance for Ex-Offenders 2-033
  Increasing Minority Women's Employment in Atlanta 2-048
  Increasing Minority Women's Employment in Houston 2-047
  Job Patterns for WIN Terminees 2-064
  Large City Budgeting for Human Resources Expenditures 4-002T
  Model Urban Indian Centers 2-042
  Performance Standards for Employment Service Functions 1-038
  Retaining Problem Drinkers on the Job 2-004
  Transitional Effects of Public Service Employment 3-017
  Transitional Employment Experimental Model 3-021
  Upgrading in Private Industry 3-045
  Use of Vouchers for the Purchase of Social Services 3-069
  WIN Demonstration Project Design 2-059
SWEDEN
  Effect of Collective Bargaining on Low Wage Employment 4-024
  The Impact of the Work Environment on Life Outside the Job 6-098
Symposia—See CONFERENCES
SYSTEMS DESIGN AND ANALYSIS
  Improvement of Employer Services in the Employment Service 1-044
  Intersystem Linkage and Research Utilization 1-064
  Labor Market Information System Design and Use 1-028
  Manpower R&D Storage and Retrieval System 1-072
  Systems Approach to Taxonomy of Disadvantagement 3-067

T

Talmadge Amendments—See WELFARE LEGISLATION
Task Analysis—See JOB ANALYSIS
TAT—See TRAINING AND TECHNOLOGY (TAT)
TAXES—See also INCOME TAX
Dual Labor Market Theory 6-048
Income Dynamics of the Poor 2-063
Rural Labor Markets 4-023
WIN Tax Credit Program (Talmadge Amendments) 2-075A
WIN/Welfare Tax Credits 2-055
TAXONOMY
Experimental Manpower Laboratory: Social Systems Intervention 3-062
Systems Approach to Taxonomy of Disadvantagement 3-067
TEA—See TRADE EXPANSION ACT
TEACHERS
Economic/Psychological Analysis of Teacher Mobility 6-066
Faculty Salary Differentials, University of Massachusetts 6-065
Public School Teachers Wage Determination 6-197
Reduced Research Funding and University Scientists 6-058
Urban Teacher Attitudes Toward Male/Female Supervisors 6-039
Teaching Machines—See PROGRAMED INSTRUCTION
TECHNICAL TRAINING
American Engineers' Perception of Technology 6-167
Performance Based Apprentice Training 2-009
Prisoner Rehabilitation Through Behavior Modification 2-026
TECHNICIANS
Labor Market Experience for Engineers 2-018
TECHNOLOGY AND TECHNOLOGICAL CHANGE—See also PRODUCTIVITY
American Engineers' Perception of Technology 6-167
Industrialization, Responses, and Uses of the Political System 6-103
International Comparison of Advances in Productivity 7-013
International Transfer of Industrial Technology 7-014
Labor Force Occupations and Technological Change 6-187
Manpower Planning in the Steel Industry 4-002D
Nonseparable Approach to Labor Market Substitution 6-184
Resource Adjustment and Mechanization in the Tobacco Industry 4-029
Tariff Items 806.30 and 807.00 7-023
Technological Change in Two Arctic Communities 6-186
Trade and Employment in the Electronics Industry 7-021
TECHNOLOGY TRANSFER
International Transfer of Industrial Technology 7-014
Tariff Items 806.30 and 807.00 7-023
TEEM—See TRANSITIONAL EMPLOYMENT EXPERIMENTAL MODEL
TEENAGERS—See also YOUTH
Black/White Teenage Occupational Employment Determinants 6-054
Dayton Ohio Cooperative Vocational Education Program 3-006
In-School Employment Project for Young Black Teenage Girls 2-039
In-School NYC for Young Girls 2-092
Problem of Teenage Unemployment 6-155
TEMPORARY EMPLOYMENT—See also CASUAL WORKERS, SEASONAL EMPLOYMENT
Streetcorner Shapeup Jobholders 4-008
TEMPORARY HELP SERVICE
Casual Labor in Temporary Help Jobs 4-026
Women in Temporary Help Jobs 4-017
TENNESSEE
Manpower Institutional Grant (1974): Memphis State University 6-003
TENNESSEE VALLEY AUTHORITY
Intrafirm Mobility Among Apprentice-Trained Craft Workers 6-111
TENNESSEE, MEMPHIS
Employment Enabling Services For Women 2-081
Negro Employment in the South 2-045
Tenure—See JOB RETENTION
TESTING—See also PUBLIC EMPLOYMENT SERVICE, ASSESSMENT AND EVALUATION
Assessment Measures for Youth Enrollees 3-060
Basic Education Services in Manpower Training Programs 3-002
Bureaucratic Predisposition and Job Requirements 4-055
Career Thresholds 4-021C
Determinants of Economic Success 5-010
Educational Attainment and Adult Status of Brothers 6-052
Evaluation of Tutoring for Firefighter Examination 3-008
Health Services Mobility Study (HSMS) 3-047
Labor Market for Policemen 6-025
Measurement of Alienation Through Behavioral Rating Scales 6-137
Methods of Assessing the Disadvantaged 3-058
Model Assessment and Classification System in Corrections 2-023
National Longitudinal Surveys of Labor Force Behavior 4-021
Occupational Licensing and Public Policy 5-012
Performance Based Apprentice Training 2-009
Predicting Job or Training Tenure 3-065
Prisoner Rehabilitation Through Behavior Modification 2-026
Proficiency Examinations for Medical Laboratory Workers 3-052
Proficiency Test for Technical Occupations 2-009A
State Employment Service Professional Selection System 1-049
Systems Approach to Taxonomy of Disadvantagement 3-067
Task Modules for Validation of BOLT 3-004
Validation of Quality of Work Questionnaires 4-050
Validation of Work Sample Battery 3-066
TEXAS
Legislative and Administrative Changes on Workers' Compensation 6-229
Low Income Families in Four Rural Counties 4-011
Manpower Institutional Grant (1974): University of Houston 6-002
Texas Migrant Demonstration Project 3-074
TEXAS, HOUSTON
Casual Labor in Temporary Help Jobs 4-026
In-School NYC Influence on Earnings Capacity 6-112
Increasing Minority Women's Employment in Houston 2-047
Metropolitan Labor Market 4-002K
Minority Women in White Collar Jobs 2-046
Negro Employment in the South 2-045
TEXAS, SAN ANTONIO
Work and Income in Urban Poverty Areas 4-025
THS—See TEMPORARY HELP SERVICE
TIPP—See TRAINING INCENTIVE PAYMENTS PROGRAM
TOBACCO
Resource Adjustment and Mechanization in the Tobacco Industry 4-029
TOOL AND DIE
OJT for Precision Machinist Apprentices 2-005
Performance Based Apprentice Training 2-009
TOP—See TRANSPORTATION OPPORTUNITY PROGRAM
TRADE ADJUSTMENT ASSISTANCE
Adjustment to Freer Trade 6-016
Effects of Adjustment Assistance on Displaced Workers 6-225
Employment Impact of Multinational Corporations 5-005
Trade Adjustment Assistance Program 7-009
Trade Adjustment Assistance: A Case Study 6-191
TRADE EXPANSION ACT—See also TRADE ADJUSTMENT ASSISTANCE, FOREIGN TRADE AND INVESTMENTS
Adjustment to Freer Trade 6-016
Effects of Adjustment Assistance on Displaced Workers 6-225
Trade Adjustment Assistance: A Case Study 6-191
Trade Policy—See FOREIGN TRADE AND INVESTMENTS
Trade Readjustment—See TRADE ADJUSTMENT ASSISTANCE
Trade Restrictions—See FOREIGN TRADE AND INVESTMENTS
TRAINING—See also particular aspects of training
Facilitating Employment of Disabled Veterans 2-052
Female Ex-Offenders in Banking Industry 2-024
Manpower R&D Activities of DOL/AEC 3-056
Model Assessment and Classification System in Corrections 2-023
Model Female Offender Program 2-029
National Longitudinal Surveys of Labor Force Behavior 4-021
Prisoner Rehabilitation Through Behavior Modification 2-026
Study of the Pittsburgh Plan 2-050
Technical Training Workshops in Apprenticeship 2-015
Vocational Training Choices of Young Males 6-174

  Years for Decision 4-021B
TRAINING ALLOWANCES—See also INCENTIVES
  Feasibility of Vouchers for Training in WIN 2-061
  Public Service Employment and Upgrading Project in Vermont 3-020
TRAINING AND TECHNOLOGY (TAT)
  Manpower R&D Activities of DOL/AEC 3-056
Training Assessment—See TRAINING EFFECTIVENESS AND IMPACT
TRAINING EFFECTIVENESS AND IMPACT—See also EFFECTIVENESS OF PROGRAMS, ASSESSMENT AND EVALUATION, RETURNS ON TRAINING
  An Analysis of Training Under the GI Bill 2-051
  Better Budgeting for Human Resource Programs 1-014C
  Career Ladders for Lodging Industry Housekeepers 3-053
  Company Programs to Retain the Disadvantaged 6-148
  Demand and Training for Dental Hygienists 6-044
  Discrimination in Training Programs 1-060
  Federal Apprenticeship Programs 2-014
  Human Economy 4-002G
  Impact of BOLT on Manpower Agencies 3-001
  Job Training, Personality, and Labor Market Conditions 6-231
  Large City Budgeting for Human Resources Expenditures 4-002T
  Manpower Training Programs for Women 6-134
  Noneconomic Impacts of Job Corps 2-101
  Optimal Timing of Training Subsidies 6-243
  South Carolina's Industry Start-Up Training Program 3-068
  Training Effects on Negro Occupational Aspirations 6-081
  Training Impact on Minorities and Women 1-066
  Upgrade Training in Canning Industry During Layoff Periods 3-048
  Vocational Training Choices of Young Males 6-174
  Where Have All the Dollars Gone? 1-014D
TRAINING INCENTIVE PAYMENTS PROGRAM
  Training Incentive Payments Program (TIPP) 3-055
TRAINING INCENTIVES—See also INCENTIVES
  Experimental Manpower Laboratory: Disadvantaged Youth 2-091
  Manpower Planning in the Steel Industry 4-002D
  Optimal Timing of Training Subsidies 6-243
  Training Incentive Payments Program (TIPP) 3-055
Training Manuals—See HANDBOOKS
Training Materials—See INSTRUCTIONAL MATERIALS
TRAINING PRACTICES
  Discrimination in Training Programs 1-060
  Educational Consumer Protection 5-009
  Experimental Manpower Laboratory: Disadvantaged Youth 2-091
  Labor Market Information Systems and the Disadvantaged 1-024
  Manpower R&D Activities of DOL/AEC 3-056
  Paroling Authorities and Inmate Training 2-030
  Registered Nurse Training Programs 6-161
  Training for Upgrading During Layoff 3-051
  Transitional Employment Experimental Model 3-021
  Trucking Industry Training 2-107
  Upgrade Training in the Canning Industry 3-054
  Women Offenders Projects 2-034
TRAINING PROGRAM MANAGEMENT—See also MANPOWER PROGRAM MANAGEMENT
  An Analysis of Training Under the GI Bill 2-051
  Company Programs to Retain the Disadvantaged 6-148
  Developing a Model for Youth Education 3-005
  Experimental Manpower Laboratory: Disadvantaged Youth 2-091
  South Carolina's Industry Start-Up Training Program 3-068
  Systems Approach to Taxonomy of Disadvantagement 3-067
  Training for Manpower Program Administrators and Planners 1-048
TRAINING VOLUNTEERS—See also VOLUNTEERS
TRANSFERABILITY OF SKILLS
  Career Progression Systems 3-041
  Second Career Patterns of Military Retirees 6-250
  Upgrading Blue Collar and Service Workers 4-002O
TRANSITION FROM SCHOOL TO WORK
  Bridges to Work for Young People 4-002B
  Career Development 4-007
  Career Thresholds 4-021C
  Coop Education in School-to-Work Transition 3-015
  Dayton Ohio Cooperative Vocational Education Program 3-006
  Educational and Occupational Mobility 6-014
  Employment of Recent College Graduates 4-014
  Job Placement Services in Colleges 2-038
  Job Search for Male Youth 6-037
  Manpower Economic Education 3-014
  National Longitudinal Surveys of Labor Force Behavior 4-021
  Operations Research to Monitor VEPS In-School NYC Enrollees 2-096
  Work Attitudes and Occupational Experience of Young Men 4-053
  Years for Decision 4-021B
TRANSITION FROM WORK TO RETIREMENT—See also RETIREMENT
  Labor Market and Private Retirement Systems 6-125
  Pre-Retirement Years 4-021A
  Private Pensions and Involuntary Retirement 4-042
TRANSITION TO WORK—See also TRANSITION FROM SCHOOL TO WORK
  Career Thresholds 4-021C
  Contribution of Social Resources in the Labor Force 6-042
  Employment Program for Minority Girls 2-084
  Immigrants and the American Labor Market 4-016
  Immigrants in the Labor Force 4-020
  National Longitudinal Surveys of Labor Force Behavior 4-021
  Pioneer Messenger Service 3-024
  Public Service Employment and Upgrading Project in Vermont 3-020
  Study of Unemployment Insurance Exhaustees 2-068
  Suburbanization and the City: The Metropolitan Labor Market 4-002M
  Years for Decision 4-021B
TRANSITIONAL EMPLOYMENT EXPERIMENTAL MODEL
  Transitional Employment Experimental Model 3-021
Transitional Public Service Employment—See PUBLIC EMPLOYMENT PROGRAMS
Transitional Public Service Employment Programs—See PUBLIC EMPLOYMENT PROGRAMS
TRANSPORTATION EQUIPMENT INDUSTRY
  Adjustment to Freer Trade 6-016
  Career Progression Systems 3-041
  Effects of Trade Policies on Product and Labor Markets 7-004
  Expectancy Theory Cognitions for Salaried Employees 6-087
Transportation To Work—See COMMUTING
TRIGGER FORMULAS—See also UNEMPLOYMENT INSURANCE, UNEMPLOYMENT BENEFIT EXHAUSTEES
  Triggering Mechanisms for Unemployment Benefits 6-022
TRUCKING INDUSTRY
  Interindustry Wage Differentials Among Unionized Truck Drivers 6-108
  Trucking Industry Training 2-107
TRUST TERRITORY
  Manpower Institutional Grant (1974): San Francisco State University 6-011
TURNOVER—See also JOB RETENTION
  Adjustment Costs in the Theory of Labor Demand, Productivity, and Unemployment 6-015
  Career Thresholds 4-021C
  Dual Careers 4-021D
  Emergence of a Service Society 4-001
  Hours of Work in Manufacturing, 1947-70 6-232
  Household Heads, Job Search, and Quit Behavior 6-115
  Labor Market Behavior of Male Youth 6-118
  Labor Turnover Among Adult Women 6-123
  National Longitudinal Surveys Clearinghouse 4-021E
  Population Turnaround in Nonmetropolitan Regions 5-014
  Study of the Pittsburgh Plan 2-050
  Turnover and Wage Dynamics, 1932-1972 6-084
  Turnover, Unemployment, and the Dual Labor Market 6-235
  White Collar Work 6-259
  Why Do Blacks and Women Have High Unemployment Rates? 6-260
  Work Attitudes and Labor Market Experience 4-054
  Years for Decision 4-021B
TUTORING
  College Adapter Program 3-003

  Evaluation of Tutoring for Firefighter Examination 3-008
TVA—See TENNESSEE VALLEY AUTHORITY
Two Year Colleges—See UNIVERSITIES AND COLLEGES
TYPISTS—See also CLERICAL WORK
  Years for Decision 4-021B

U

U.S. Employment Service—See PUBLIC EMPLOYMENT SERVICE
U.S. Training and Employment Service—See PUBLIC EMPLOYMENT SERVICE
UNDEREMPLOYMENT
  Dual Labor Market 6-060
  Employment Enabling Services For Women 2-081
  Geographical Immobility and Low-Income Area Unemployment 6-082
  Manpower R&D Activities of DOL/AEC 3-056
  Upgrading of the Disadvantaged 3-043
  Work and Income in Urban Poverty Areas 4-025
UNEMPLOYED—(Projects dealing principally with this subject appear in Chapter 2G.) See also UNEMPLOYMENT, CHRONICALLY UNEMPLOYED
  Asking Wage Behavior of Unemployed Workers 6-027
  Attitudes Regarding the Public Employment Service 1-053
  Effect of Social Support on the Consequences of Job Loss 6-105
  Emigration of Southern Blacks 6-070
  Employment Enabling Services For Women 2-081
  Engineers and Scientists in California 6-068
  Engineers' Reemployment Assistance 2-017
  Labor Force Characteristics of Puerto Rican Migrants 2-040
  The Female Insured Unemployed 6-090
  Unemployment and Commuting Within Geographical Areas 6-251
  Unemployment in the Defense Industry 6-193
  Work and Lifestyle Organization 6-203
UNEMPLOYMENT
  Dual Labor Market 6-060
  Effect of Unemployment on Labor Force Participation 6-217
  Employment and Income Consequence of Alternative Development Strategies 6-224
  Employment and Income: Puerto Rico Simulation Model 6-223
  Employment Dislocation Early Warning System 7-025
  Employment Impact of Multinational Corporations 5-005
  Implications of Job Search Theory 6-189
  Job Search Survey 4-003
  Labor Market, Inflation, and Manpower Policy 4-004
  Labor Turnover in U.S. Manufacturing Industries 7-001
  Manpower Research and Formation of Policy 1-070
  Measuring Effectiveness of Job Information Service of USES 1-026
  Migration Bias in Labor Force Participation Rates 6-169
  National Longitudinal Surveys Clearinghouse 4-021E
  National Longitudinal Surveys of Labor Force Behavior 4-021
  Problem of Teenage Unemployment 6-155
  Temporary Involuntary Unemployment 7-012
  The Structure of Youth Labor Markets 6-179
  Turnover, Unemployment, and the Dual Labor Market 6-235
  Years for Decision 4-021B
  Youth Labor Market: International Variations 4-002P
UNEMPLOYMENT BENEFIT EXHAUSTEES
  Study of Unemployment Insurance Exhaustees 2-068
  Triggering Mechanisms for Unemployment Benefits 6-022
  Unemployment Insurance in Urban Labor Market 6-063
Unemployment Compensation—See UNEMPLOYMENT INSURANCE
UNEMPLOYMENT INSURANCE
  Employment Dislocation Early Warning System 7-025
  Good Jobs, Poor Jobs 4-002A
  Labor Market Information System Design and Use 1-028
  Labor Market, Inflation, and Manpower Policy 4-004
  Study of Unemployment Insurance Exhaustees 2-068
  The Female Insured Unemployed 6-090
  Triggering Mechanisms for Unemployment Benefits 6-022
  Turnover and Wage Dynamics, 1932-1972 6-084
  Unemployment Duration, Compensation, and Job Search 6-192
  Unemployment Insurance in Urban Labor Market 6-063
UNEMPLOYMENT/INFLATION TRADE-OFF
  Household Heads, Job Search, and Quit Behavior 6-115
UNEMPLOYMENT/INFLATION TRADEOFF—See also ECONOMIC ANALYSIS AND ECONOMETRICS
  Employment and Shifts in the Phillips Curve 6-168
  Exploratory Empirical Research on Secondary Labor Markets 6-227
  Labor Market, Inflation, and Manpower Policy 4-004
  Long Run Tradeoff Between Unemployment and Inflation 6-188
  Rate of Wage Inflation 6-056
  Relationship Between Regional and Overall Employment 6-252
  Search Unemployment and the Phillips Curve 6-102
UNEMPLOYMENT/INFLATION TRADOFF
  Studying Wage Changes With a Simulation of the Labor Market 6-180
UNION ATTITUDES
  American Reactions to Foreign Apprenticeship Practices 2-008
  Maternity Leave Benefits 2-080
  Metropolitan Labor Market 4-002K
  Supplemental Uses of the Workplace 4-044
  Unions and Labor Market Segmentation 6-194
UNION ENTRY
  Affirmative Action Plans in Construction 5-013
  Impact of Court Cases on Minority Employment 5-007
  Study of the Pittsburgh Plan 2-050
  Training and Entry into Union Construction: People, Jobs, Income 2-006
  Unions and Labor Market Segmentation 6-194
UNION IMPACT
  Structural Analysis of the Knights of Labor 6-156
  Union Impact on PEP 3-019
  Unionized Contract Construction Wage Changes 6-113
  Unionized New York Social Service Employees 6-183
UNION MANPOWER PRACTICES
  Dual Enrollment Training for Operating Engineers 2-007
  Impact of Court Cases on Minority Employment 5-007
  Journeyman Upgrading Programs in Construction 3-046
  Labor Union Response to Federal Manpower Policy 6-127
  Manpower Utilization in Local Government 4-002L
  Supplemental Uses of the Workplace 4-044
  Trucking Industry Training 2-107
  Unions and Labor Market Segmentation 6-194
Union Management Relations—See COLLECTIVE BARGAINING
UNIONIZATION—See also UNIONS
  Effects of Technology on Organizational Structure 6-079
  Interarea Educational Earnings Differentials 6-107
  Labor in Nonprofit Industries and Government 4-010
  Labor Union Response to Federal Manpower Policy 6-127
  Manpower Utilization in the Homebuilding Industry 6-216
  Municipal Government Employment and Wages 6-220
  Occupational Mobility Among Unionized Civil Service Employees 6-144
  Pre-Retirement Years 4-021A
  Public School Teachers Wage Determination 6-197
  Structural Analysis of the Knights of Labor 6-156
  Trade Adjustment Assistance Program 7-009
  Unionized New York Social Service Employees 6-183
  Unions and Labor Market Segmentation 6-194
UNIONS—See also UNION MANPOWER PRACTICES, COLLECTIVE BARGAINING
  Good Jobs, Poor Jobs 4-002A
  Interindustry Wage Differentials Among Unionized Truck Drivers 6-108
  Labor Union Response to Federal Manpower Policy 6-127
  Structural Analysis of the Knights of Labor 6-156
  Training and Entry into Union Construction: People, Jobs, Income 2-006
  Union Impact on PEP 3-019
  Unions and Labor Market Segmentation 6-194
  Upgrade Training in Canning Industry During Layoff Periods 3-048
  Upgrade Training in the Canning Industry 3-054
UNIVERSITIES AND COLLEGES—See also COLLEGE GRADUATES, INSTITUTIONAL GRANTS
  Capability of Black Colleges to Meet Community Needs 1-051
  Career Patterns of 2-Year College Graduates 6-032
  College Men's Choice of Science Careers 6-036

  College Performance of High School Dropouts 6-202
  Dual Enrollment Training for Operating Engineers 2-007
  Faculty Salary Differentials, University of Massachusetts 6-065
  Higher Education: The G.I. Bill of Rights 6-067
  Job Placement Services in Colleges 2-038
  Labor in Nonprofit Industries and Government 4-010
  NYC Goes to Community College 2-095
  Reduced Research Funding and University Scientists 6-058
  Social Work Education and the WIN Program 2-070
  Social Workers in Manpower Programs 6-172
  University Salary Structure and Sex Discrimination 6-257
UNIVERSITY OCCUPATIONS – See also UNIVERSITIES AND COLLEGES
UNSKILLED WORKERS – See also LABORERS, LOW LEVEL OCCUPATIONS
  Evaluation of 1972 Summer Intern Program 2-093A
  Interarea Educational Earnings Differentials 6-107
  Part-Time Employment in Food Services 6-049
  Structural Analysis of the Knights of Labor 6-156
UPGRADING – (Projects dealing principally with this subject appear in Chapter 3D.) See also OCCUPATIONAL MOBILITY
  Affirmative Action Plans in Construction 5-013
  Alternative Qualifications and Credentials for Upgrading Paraprofessionals 3-042
  Black Male Professionals in Industry 4-052
  Career Ladders for Lodging Industry Housekeepers 3-053
  Career Progression Systems 3-041
  Determinants of Occupational Upgrading 6-209
  Educational and Occupational Mobility 6-014
  Experimental Job Trials 3-063
  Feasibility for Research on Public Utility Labor Market 4-035
  Good Jobs, Poor Jobs 4-002A
  Health Services Mobility Study (HSMS) 3-047
  Human Services Manpower Career Center 1-043
  Impact of Court Cases on Minority Employment 5-007
  In-Plant Upgrading and Mobility Patterns 3-050
  Institutional Racism 6-106
  Integration of Women into Male-Oriented Jobs 4-036
  Intrafirm Mobility Among Apprentice-Trained Craft Workers 6-111
  Journeyman Upgrading Programs in Construction 3-046
  Manpower R&D Activities of DOL/AEC 3-056
  Negro Employment in Southern Construction Industry 2-044
  Negro Employment in the South 2-045
  Nursing Salary and Promotion Structure 6-241
  Ohio ES Upgrading Program 3-057
  Pilot Manpower Training Advisory Service for Employers 4-040
  Proficiency Examinations for Medical Laboratory Workers 3-052
  Project VEHTS 2-053
  Public Service Employment and Upgrading Project in Vermont 3-020
  Public Utility Internal Labor Market Study 4-043
  Restructuring Health Manpower Organizations 3-049
  State and Local Government Employee Characteristics 4-028
  Survey of Training in Industry 4-045
  Training for Upgrading During Layoff 3-051
  Training Incentive Payments Program (TIPP) 3-055
  Upgrade Training in Canning Industry During Layoff Periods 3-048
  Upgrade Training in the Canning Industry 3-054
  Upgrading Blue Collar and Service Workers 4-002O
  Upgrading in Agriculture 3-040
  Upgrading in Private Industry 3-045
  Upgrading in the Food Service Industry 3-044
  Upgrading of the Disadvantaged 3-043
  Workshop on Research Needed on Women's Employment Situation 2-083
UPWARD BOUND
  Careers of Upward Bound Alumni 6-033
URBAN AREAS – See also METROPOLITAN AREAS
  Dual Labor Market 6-060
  Effect of Social Support on the Consequences of Job Loss 6-105
  Inequality and Urban Crisis 6-104
  Interarea Educational Earnings Differentials 6-107
  Male Youth Job Search: A Biracial Analysis 6-071
  Manpower and Economic Indicators and Forecasts 1-004
  Model Urban Indian Centers 2-042
  Public Employment Programs in Wisconsin 6-157
  Rural Labor Markets 4-023
  University Salary Structure and Sex Discrimination 6-257
  Wage Labor and Urban Chicano Adaptation 6-199
URBAN PROBLEMS
  Chicago Youth Development Project 6-226
  Getting and Keeping a Job – Puerto Ricans and Blacks 4-002E
  Inequality and Urban Crisis 6-104
  The Future of the Metropolis 1-065
  Work and Income in Urban Poverty Areas 4-025
URBAN RENEWAL – See also RELOCATION ASSISTANCE
  Urban Renewal Impact on Black Business 6-024
USES – See PUBLIC EMPLOYMENT SERVICE
USTES – See PUBLIC EMPLOYMENT SERVICE
UTAH
  An Analysis of the Pilot CMP 1-001
  Manpower Institutional Grant (1974): University of Utah 6-012
  Pilot Manpower Training Advisory Service for Employers 4-040
UTAH, OGDEN
  Supported Employment Planning in Utah 3-037
UTAH, SALT LAKE CITY
  Newspaper Ads and Employment Service Job Orders 1-021A
  Newspaper Advertisements as Labor Market Indicators 1-021
  Supported Employment Planning in Utah 3-037
UTILIZATION OF MANPOWER RESEARCH AND DEVELOPMENT – (Projects dealing principally with this subject appear in Chapter 1D.)
  Assessment of Experimental Manpower Laboratories 1-057
  Expanding Benefits of Manpower Research Products 1-062
  Facilitating the Adoption of New Procedures 1-005
  Improve Linkage Through Regional Staffs 1-067
  Intersystem Linkage and Research Utilization 1-064
  Labor Market Experience for Engineers 2-018
  Manpower R&D Activities of DOL/AEC 3-056
  Manpower R&D Storage and Retrieval System 1-072
  Rural Manpower Policy Research Group 2-109
  Training Impact on Minorities and Women 1-066
  Trucking Industry Training 2-107
  Upgrading in Agriculture 3-040
  Utilization of R&D Findings 1-071A
  WIN Research Findings Utilization Project 2-072

V

VEPS – See VOCATIONAL EXPLORATION IN THE PRIVATE SECTOR
VERMONT
  Manpower Institutional Grant (1974): Boston University 6-001
  Public Service Employment and Upgrading Project in Vermont 3-020
  Transitional Effects of Public Service Employment 3-017
VERSATILE EMPLOYMENT OF HEALTH TRAINED SERVICEMEN
  Project VEHTS 2-053
Vesting – See PENSIONS
VETERANS
  An Analysis of Training Under the GI Bill 2-051
  Executive Order 11598 and the Employment Service 1-039
  Facilitating Employment of Disabled Veterans 2-052
  Higher Education: The G.I. Bill of Rights 6-067
  Proficiency Examinations for Medical Laboratory Workers 3-052
  Project VEHTS 2-053
  Study of Exemplary Rehabilitation Certificate Program 2-054
VIDEOTAPES
  Experimental Manpower Laboratory: Disadvantaged Youth 2-091
VIRGIN ISLANDS
  Manpower Institutional Grant (1974): SUNY (Buffalo) 6-005
VIRGINIA
  Computerized Interarea Job Clearance System 1-027
  Manpower Institutional Grant (1974): West Virginia University 6-013

- VIRGINIA, SALTVILLE
  - Emotional Reactions of Workers Who Lost Jobs in a Plant Closing 6-089
- VOCATIONAL EDUCATION—See also APPRENTICESHIP
  - Coop Education in School-to-Work Transition 3-015
  - Dayton Ohio Cooperative Vocational Education Program 3-006
  - Experimental Manpower Laboratory: Disadvantaged Youth 2-091
  - Feasibility of Vouchers for Training in WIN 2-061
  - Metropolitan Labor Market: New York 1-014A
  - National Longitudinal Surveys Clearinghouse 4-021E
  - New Skill Content Translation into Vocational Education Curricula 3-009
  - Occupational Licensing and Public Policy 5-012
  - Planning for Human Resource Development 1-059
  - Vocational Training Choices of Young Males 6-174
  - Women in Wisconsin Apprenticeship 2-016
- Vocational Exploration—See VOCATIONAL GUIDANCE
- VOCATIONAL EXPLORATION IN THE PRIVATE SECTOR
  - Operations Research to Monitor VEPS In-School NYC Enrollees 2-096
  - Summer/In-School NYC Vocational Exploration 2-102
  - VEPS Program for In-School NYC Enrollees 2-085
- VOCATIONAL GUIDANCE—See also COUNSELING AND GUIDANCE
  - Bridges to Work for Young People 4-002B
  - Career Information System 1-012
  - College Adapter Program 3-003
  - Counselor Ethnic Match Relevance to Trainee Behavior 6-170
  - Facilitating Employment of Disabled Veterans 2-052
  - Facilitating the Adoption of New Procedures 1-005
  - Model Health Care Career Program 2-088
  - Model Rural Youth Projects for Southwest 2-098
  - NYC Goes to Community College 2-095
  - NYC-2 Goes to Community College 2-089
  - Role Models, Occupational Knowledge: Adolescent Socialization 6-166
  - Summer/In-School NYC Vocational Exploration 2-102
  - Vocational Guidance in High School 3-016
  - Women in Wisconsin Apprenticeship 2-016
  - Work Expectations of Youth 4-056
  - Years for Decision 4-021B
- VOCATIONAL REHABILITATION
  - An Economic Evaluation of Vocational Rehabilitation in Louisiana 6-069
- Vocational Services—See SUPPORTIVE SERVICES
- VOCATIONAL TRAINING
  - Alternative Qualifications and Credentials for Upgrading Paraprofessionals 3-042
  - Experimental Manpower Laboratory: Disadvantaged Youth 2-091
  - Model Assessment and Classification System in Corrections 2-023
  - Occupational Licensing and Public Policy 5-012
  - Texas Migrant Demonstration Project 3-074
  - Upgrading in Agriculture 3-040
  - Vocational Training Choices of Young Males 6-174
  - Vocational Training Survey in Correctional Institutions 2-035
  - Women in Wisconsin Apprenticeship 2-016
- VOLUNTEERS
  - Comparison of Probation Officers and Volunteers 6-040
  - Employment Enabling Services For Women 2-081
  - Military Labor Markets 6-152
  - Program for Information on Manpower Services 1-047
  - Project Volunteer Power 2-108
- VOUCHERS FOR TRAINING
  - Feasibility of Vouchers for Training in WIN 2-061
  - WIN Demonstration Project Design 2-059

W

- WAGE DIFFERENTIALS—See also OCCUPATIONAL DIFFERENTIALS, MALE/FEMALE, INCOME DIFFERENTIALS
  - Changes in Labor Force Participation 6-034
  - Faculty Salary Differentials, University of Massachusetts 6-065
  - Federal Government and Private Sector Wage Differentials 6-198
  - Interarea Educational Earnings Differentials 6-107
  - Interindustry Wage Differentials Among Unionized Truck Drivers 6-108
  - Labor Market for Policemen 6-025
  - Low Wages for Women Workers 6-053
  - Male and Female Wage and Employment Differences 6-149
  - National Longitudinal Surveys Clearinghouse 4-021E
  - National Models of Factor Income Distribution 6-041
  - Pre-Retirement Years 4-021A
  - Relationship between Employment, Unemployment, and Migration 4-015
  - State Salary Comparability Study 1-050
  - The Personal Earnings Distribution 6-150
  - Unionized Contract Construction Wage Changes 6-113
  - University Salary Structure and Sex Discrimination 6-257
  - Wage Differentials in Japanese Manufacturing 6-159
  - Years for Decision 4-021B
- WAGE EARNERS
  - Tax Law Effect on Labor Supply of Married Women 6-099
  - Wage Labor and Urban Chicano Adaptation 6-199
- WAGE STRUCTURE—See also WAGE DIFFERENTIALS, OCCUPATIONAL STRUCTURE
  - Career Thresholds 4-021C
  - Federal Government and Private Sector Wage Differentials 6-198
  - Interarea Educational Earnings Differentials 6-107
  - Interindustry Wage Differentials Among Unionized Truck Drivers 6-108
  - Labor in Nonprofit Industries and Government 4-010
  - Manpower Training Programs for Women 6-134
  - Municipal Government Employment and Wages 6-220
  - Nursing Salary and Promotion Structure 6-241
  - Relationship between Employment, Unemployment, and Migration 4-015
  - State Salary Comparability Study 1-050
  - The Personal Earnings Distribution 6-150
  - University Salary Structure and Sex Discrimination 6-257
  - Working Conditions, Wage Rates, and Human Capital 6-204
- WAGE SUBSIDIES—See also SUPPORTED EMPLOYMENT
  - Income Maintenance for Ex-Offenders with Related Analysis, Coordination, and Inf 2-022
  - Econometric Analysis of Effects of Labor Subsidies 5-015
  - Experimental Research and Income Maintenance Project for Ex-Offenders 2-028, 2-027
  - Income Maintenance for Ex-Offenders 2-033
  - Logit Model With Reference to Wage Subsidies 6-212
  - Potential of Wage Subsidies 3-023
  - Public Service Employment and Upgrading Project in Vermont 3-020
  - Transitional Effects of Public Service Employment 3-017
- WAGEES—See WOMEN AND GIRLS EMPLOYMENT ENABLING SERVICES
- WAGES—See also INCOME, EARNINGS, MINIMUM WAGE LAWS
  - An Analysis of Earnings Among Persons of Spanish Origin in the Midwest 6-018
  - Asking Wage Behavior of Unemployed Workers 6-027
  - Budgets, Earnings, and Work of Married Women 6-258
  - Changes in Labor Force Participation 6-034
  - Design of a Labor Market Information System 1-029
  - Domestic Impacts of an Overvalued Currency 7-005
  - Dynamic Analysis of Labor Force Behavior of Men and Youth 6-219
  - Economics of Canadian Military Manpower Supply 6-072
  - Employee Participation in Pay Plan Development 4-048
  - Faculty Salary Differentials, University of Massachusetts 6-065
  - Hours of Work in Manufacturing, 1947-70 6-232
  - Human Resources in the U.S. and Japan 6-176
  - Labor in Nonprofit Industries and Government 4-010
  - Labor Market, Inflation, and Manpower Policy 4-004
  - Labor Turnover in U.S. Manufacturing Industries 7-001
  - National Models of Factor Income Distribution 6-041
  - Occupational Differences in Wage Discrimination Against Black Men 6-142
  - Public School Teachers Wage Determination 6-197
  - Rate of Wage Inflation 6-056

  Relationship Between Regional and Overall Employment 6-252
  Streetcorner Shapeup Jobholders 4-008
  Turnover and Wage Dynamics, 1932-1972 6-084
  Unionized Contract Construction Wage Changes 6-113
  Wage Inflation and Regional Migration 6-059
  Wage Labor and Urban Chicano Adaptation 6-199
Wagner-Peyser Act—See PUBLIC EMPLOYMENT SERVICE
Want Ads—See NEWSPAPER ADVERTISEMENTS
WASHINGTON
  Computerized Charting for Benchmark Adjustment 1-013
  Manpower Institutional Grant (1974): Oregon State University 6-009
Wealth—See INCOME
WELFARE AND PENSION PLANS DISCLOSURE ACT
  Private Pensions and Involuntary Retirement 4-042
WELFARE DEPENDENCY
  Flexible Work Schedules for Welfare Participants 2-069
  Labor Market Information System Design and Use 1-028
  Welfare Dependency and Low-Income Labor Markets 4-030
  WIN: Making Adults Economically Independent 2-074
  Workfare's Impact on Employable Welfare Recipients 2-079
WELFARE LEGISLATION—See also WORK INCENTIVE PROGRAM (WIN)
  Social Service Tasks and Education Preparation 6-074
WELFARE PATTERNS
  Dual Careers 4-021D
  Income Dynamics of the Poor 2-063
  Poverty, Politics, and Relief 6-153
  Welfare Dependency and Low-Income Labor Markets 4-030
  Work and Welfare Patterns of Low-Income Families 2-073
WELFARE PROGRAMS—See also AID TO FAMILIES WITH DEPENDENT CHILDREN, WORK INCENTIVE PROGRAM (WIN), WELFARE RECIPIENTS, ECONOMIC WELFARE
  Better Budgeting for Human Resource Programs 1-014C
  Decision to Participate in WIN (Michigan) 2-056
  Interface of Work and Welfare 4-002C
  Large City Budgeting for Human Resources Expenditures 4-002T
  Poverty, Politics, and Relief 6-153
  Public Assistance and Manpower Policy of Great Britain 6-248
  Role Conflicts of Indigenous Welfare Aids 6-165
  Social Service Tasks and Education Preparation 6-074
  Unionized New York Social Service Employees 6-183
  Use of Vouchers for the Purchase of Social Services 3-069
  Where Have All the Dollars Gone? 1-014D
  Workfare's Impact on Employable Welfare Recipients 2-079
WELFARE RECIPIENTS—(Projects dealing principally with this subject appear in Chapter 2G.) See also AID TO FAMILIES WITH DEPENDENT CHILDREN, WORK INCENTIVE PROGRAM (WIN)
  Feasibility of Vouchers for Training in WIN 2-061
  Flexible Work Schedules for Welfare Participants 2-069
  Health of Working and Nonworking Poverty Mothers 2-078
  Income Dynamics of the Poor 2-063
  Interface of Work and Welfare 4-002C
  Potential of Wage Subsidies 3-023
  Poverty, Politics, and Relief 6-153
  Public Service Employment and Upgrading Project in Vermont 3-020
  Study of Unemployment Insurance Exhaustees 2-068
  Supported Employment in the Public Sector 3-025
  Transitional Effects of Public Service Employment 3-017
  Transitional Employment Experimental Model 3-021
  Welfare Careers and Low Wage Employment 2-071
  Work and Welfare Patterns of Low-Income Families 2-073
  Workfare's Impact on Employable Welfare Recipients 2-079
WEST VIRGINIA
  Computerized Interarea Job Clearance System 1-027
  Manpower Institutional Grant (1974): West Virginia University 6-013
Wetbacks—See ALIENS
WHITE COLLAR OCCUPATIONS
  EEO Programs Effect on Minorities and Women in Federal Agencies 6-094
  Human Resources in the U.S. and Japan 6-176
  Improving Entry of Minority Women into Professional and Managerial Jobs 2-041
  Increasing Minority Women's Employment in Atlanta 2-048
  Increasing Minority Women's Employment in Houston 2-047
  Longitudinal Analysis of Occupational Mobility 4-006
  Minority Women in White-Collar Jobs 2-046
  Psychological Influences on White Collar Pay 6-247
  Suburbanization and the City: The Metropolitan Labor Market 4-002M
  White-Collar Work 6-259
Wholesale Price Index—See PRICES
WIN—See WORK INCENTIVE PROGRAM (WIN)
WIN Tax Credit Program (WTCP)—See WORK INCENTIVE PROGRAM (WIN)
WISCONSIN
  Manpower Institutional Grant (1974): Oakland University 6-007
  Women in Wisconsin Apprenticeship 2-016
WISCONSIN, MILWAUKEE
  Labor Market Information System Design and Use 1-028
WOMEN—(Projects dealing principally with this subject appear in Chapter 2H.) See also MOTHERS, MALE/FEMALE, YOUNG WOMEN
  Births and Women's Labor Force Participation 6-190
  Budgets, Earnings, and Work of Married Women 6-258
  Career Progression Systems 3-041
  Characteristics of Career and Homemaking Oriented Women 6-244
  Discrimination in Training Programs 1-060
  Dual Careers 4-021D
  Economics of Sex Discrimination 6-073
  EEO Programs Effect on Minorities and Women in Federal Agencies 6-094
  Emergence of a Service Society 4-001
  Employment Enabling Services For Women 2-081
  Employment of Married Women With Children 6-122
  European Manpower Policies 6-211
  Evaluation of NAB-JOBS for Disadvantaged 6-086
  Female Ex-Offenders in Banking Industry 2-024
  Fertility and Labor Participation of Married Women 6-253
  Impact of Laws Prohibiting Sex Discrimination 6-096
  Improving Entry of Minority Women into Professional and Managerial Jobs 2-041
  Increasing Minority Women's Employment in Atlanta 2-048
  Increasing Minority Women's Employment in Houston 2-047
  Integration of Women into Male-Oriented Jobs 4-036
  Interarea Educational Earnings Differentials 6-107
  Interrelationship Between Female Employment and Fertility 6-109
  Labor Force Characteristics of Puerto Rican Migrants 2-040
  Labor Force Mobility of Females 6-023
  Labor Force Participation and Mothers' Fertility 6-120
  Labor Force Participation of Married Women 6-121
  Labor Turnover Among Adult Women 6-123
  Longitudinal Analysis of Occupational Mobility 4-006
  Low Wages for Women Workers 6-053
  Male and Female Wage and Employment Differences 6-149
  Manpower Training Programs for Women 6-134
  Maternity Leave Benefits 2-080
  Minority Women in White Collar Jobs 2-046
  Model Assessment and Classification System in Corrections 2-023
  Model Female Offender Program 2-029
  National Longitudinal Surveys Clearinghouse 4-021E
  National Longitudinal Surveys of Labor Force Behavior 4-021
  NOW: The Formative Years 6-141
  Project Volunteer Power 2-108
  Relationship between Employment, Unemployment, and Migration 4-015
  Sex Differences in Income Determination 6-051
  Shared Decisionmaking in Prison Management 2-032
  State Labor Legislation for Women 6-035
  Suburbanization and the City: The Metropolitan Labor Market 4-002M
  Successful Career Women 4-002Q
  Tax Law Effect on Labor Supply of Married Women 6-099
  The Female Insured Unemployed 6-090
  Training Impact on Minorities and Women 1-066
  Upgrade Training in Canning Industry During Layoff Periods 3-048
  Upgrade Training in the Canning Industry 3-054

  - Vocational Training Survey in Correctional Institutions 2-035
  - Women and the American Occupational Structure 6-261
  - Women and Work 2-082
  - Women in Temporary Help Jobs 4-017
  - Women in Wisconsin Apprenticeship 2-016
  - Women Offenders Projects 2-034
  - Women's Nonstandard Workday/Workweek 6-182
  - Workshop on Research Needed on Women's Employment Situation 2-083
- WOMEN AND GIRLS EMPLOYMENT ENABLING SERVICES (WAGEES)
  - Employment Enabling Services For Women 2-081
- WOMEN'S OCCUPATIONS
  - Discrimination in Training Programs 1-060
  - National Longitudinal Surveys Clearinghouse 4-021E
  - Rural Manpower Policy Research Group 2-109
  - Sex and Occupational Prestige 6-233
  - Sex Differences in Income Determination 6-051
  - Women in Wisconsin Apprenticeship 2-016
  - Workshop on Research Needed on Women's Employment Situation 2-083
  - Years for Decision 4-021B
- WORK ATTITUDES—(Projects dealing principally with this subject appear in Chapter 4D.) See also JOB SATISFACTION, MOTIVATION
  - Black Male Professionals in Industry 4-052
  - Bureaucratic Predisposition and Job Requirements 4-055
  - Career Thresholds 4-021C
  - Changing Schedules of Work 4-032
  - Characteristics of Career and Homemaking Oriented Women 6-244
  - Clearinghouse on Productivity and Quality of Working Life 1-016
  - Coop Education in School to Work Transition 3-015
  - Dual Careers 4-021D
  - Effectiveness in Work Roles 4-047
  - Effects of Job and Life Stress on Job Related Strain 6-114
  - Employee Participation in Job Structuring 4-038
  - Employee Participation in Pay Plan Development 4-048
  - Employment of Married Women With Children 6-122
  - Engineers and Scientists in California 6-068
  - Expectancy Theory Cognitions for Salaried Employees 6-087
  - Experimental Manpower Laboratory, Social Systems Intervention 3-062
  - Factors Affecting Earnings of Workers Terminated In Plant Closure 6-230
  - Four Day Workweek in Hospitals 6-097
  - Job Training, Personality, and Labor Market Conditions 6-231
  - Labor Market Behavior of Male Youth 6-118
  - Management-Worker Collaboration in Job Structuring 1-071B
  - Manpower Frontier: Education, Guidance, Work 4-002H
  - Measurement of Alienation Through Behavioral Rating Scales 6-137
  - Model Health Care Career Program 2-088
  - Motivation of the Black Worker 6-239
  - Multijobholding in Wichita 6-240
  - National Longitudinal Surveys of Labor Force Behavior 4-021
  - Organizational Experience and Employee Work Attitudes 4-049
  - Phenomenology of Human Labor 6-151
  - Preparation for Work 4-002R
  - Quality of Work Bibliography 4-051
  - Reduced Research Funding and University Scientists 6-058
  - Role Conflicts of Indigenous Welfare Aids 6-165
  - Supplemental Uses of the Workplace 4-044
  - The Occupational Socialization of Police 6-145
  - Training Effects on Negro Occupational Aspirations 6-081
  - Unionized New York Social Service Employees 6-183
  - Urban Teacher Attitudes Toward Male/Female Supervisors 6-039
  - Validation of Quality of Work Questionnaires 4-050
  - Work and Lifestyle Organization 6-203
  - Work and Values 4-002I
  - Work Attitudes and Labor Market Experience 4-054
  - Work Attitudes and Occupational Experience of Young Men 4-053
  - Work Expectations of Youth 4-056
  - Years for Decision 4-021B
- Work Availability—See MANPOWER NEEDS
- WORK ENVIRONMENT—See also OCCUPATIONAL SAFETY AND HEALTH, QUALITY OF EMPLOYMENT; ORGANIZATIONAL ENVIRONMENT
  - Effectiveness in Work Roles 4-047
  - Management-Worker Collaboration in Job Structuring 1-071B
  - Manpower Conflicts and Resolutions 4-002S
  - Pioneer Messenger Service 3-024
  - Supplemental Uses of the Workplace 4-044
  - Supported Employment in the Public Sector 3-025
  - The Impact of the Work Environment on Life Outside the Job 6-098
- WORK ETHIC—See also MOTIVATION; WORK ATTITUDES
  - Bureaucratic Predisposition and Job Requirements 4-055
  - Supplemental Uses of the Workplace 4-044
  - Work and Values 4-002I
  - Work Attitudes and Labor Market Experience 4-054
- WORK INCENTIVE PROGRAM (WIN)
  - Counselor Ethnic Match Relevance to Trainee Behavior 6-170
  - Decision to Participate in WIN (Michigan) 2-056
  - Discrimination in Training Programs 1-060
  - Feasibility of Vouchers for Training in WIN 2-061
  - Flexible Work Schedules for Welfare Participants 2-069
  - Health of Working and Nonworking Poverty Mothers 2-078
  - Impediments to Alliance of WIN/CETA 1-008
  - Incentives and Disincentives in WIN 2-062
  - Job Patterns for WIN Terminees 2-064
  - Model WIN Project for Rural Areas 2-060
  - Paternal Authority, Work Training, and Income Maintenance Programs 2-066
  - Physical Rehabilitation and Employment of WIN Recipients 2-067
  - Policy Implications of Longitudinal Study of WIN Dropouts 2-065
  - Predicting Job or Training Tenure 3-065
  - Social Work Education and the WIN Program 2-070
  - Use of Biographical Information System in WIN and Food Stamp Programs 3-059
  - Use of Vouchers for the Purchase of Social Services 3-069
  - Welfare Careers and Low-Wage Employment 2-071
  - WIN Demonstration Project Design 2-059
  - WIN Research Findings Utilization Project 2-072
  - WIN Tax Credit Program (Talmadge Amendments) 2-075A
  - WIN/Welfare Tax Credits 2-055
  - WIN: Making Adults Economically Independent 2-074
  - Work and Welfare Patterns of Low-Income Families 2-073
  - Youth in WIN 2-075
- WORK INCENTIVES
  - Dual Careers 4-021D
  - Effectiveness in Work Roles 4-047
  - Employee Participation in Pay Plan Development 4-048
  - In Plant Upgrading and Mobility Patterns 3-050
  - Incentives and Disincentives in WIN 2-062
  - Phenomenology of Human Labor 6-151
  - Public Service Employment and Upgrading Project in Vermont 3-020
  - WIN Tax Credit Program (Talmadge Amendments) 2-075A
- WORK ROLES
  - Dual Careers 4-021D
  - Effectiveness in Work Roles 4-047
  - Indigenous Nonprofessionals in Human Service Organizations 6-195
  - Labor Force Participation of Married Women 6-121
  - Management-Worker Collaboration in Job Structuring 1-071B
  - The Impact of the Work Environment on Life Outside the Job 6-098
  - Work and Values 4-002I
- WORK SAMPLING
  - Experimental Job Trials 3-063
  - Proficiency Test for Technical Occupations 2-009A
  - Staff Training for Basic Education 3-010
  - Validation of Work Sample Battery 3-066
- WORK SCHEDULES
  - Blue Collar 4-Day Workweek 6-031
  - Changing Schedules of Work 4-032
  - Flexible Work Schedules for Welfare Participants 2-069
  - Four Day Workweek in Hospitals 6-097
  - Hours of Work in Manufacturing, 1947-70 6-232

  - Life Cycle Time Allocation of Families ... 6-129
  - Nonfarm Work by Farm Families ... 6-213
  - Tax Law Effect on Labor Supply of Married Women ... 6-099
  - Wage Inflation and Regional Migration ... 6-059
  - Women's Nonstandard Workday/Workweek ... 6-182
  - Workshop on Research Needed on Women's Employment Situation ... 2-083

WORK EXPERIENCE PROGRAMS—See also NEIGHBORHOOD YOUTH CORPS (NYC), JOB CORPS, WORK INCENTIVE PROGRAM (WIN), PUBLIC EMPLOYMENT PROGRAMS, CETA PROGRAMS, CATEGORICAL MANPOWER PROGRAMS
  - Community Elite Corps ... 2-086

Work History—See LABOR MARKET BEHAVIOR
WORK INCENTIVES—See also WORK ATTITUDES, MOTIVATION
Work Motivation—See WORK INCENTIVES
Work Orientation—See WORK ATTITUDES
Work Patterns—See EMPLOYMENT PATTERNS
WORK ROLES—See also WORK ATTITUDES
WORK SAMPLING—See also TESTING
Work Values—See WORK ATTITUDES
WORK EXPERIENCE PROGRAMS
  - Day Care—NYC Youth Helper Program ... 2-087
  - Disadvantaged Workers in Parks and Recreation ... [illegible]
  - In-School Employment Project for Young Black Teenage Girls ... [illegible]
  - Model Rural Youth Projects for Southwest ... [illegible]
  - Operation Young Adults: A Work Study Program ... [illegible]
  - [illegible]
  - Work Experience and Career Exploration Program ... [illegible]
  - [illegible]

WORK-STUDY PROGRAMS—See also NEIGHBORHOOD YOUTH CORPS (NYC)
  - [illegible]
  - [illegible]
  - [illegible]
  - [illegible]
  - [illegible]
  - [illegible]

Worker Attributes and Behavior—(Projects dealing primarily with this subject appear in Chapter [illegible].) See also ASSESSMENT OF APPLICANTS AND TRAINEES
Worker Attitudes—[illegible] WORK ATTITUDES
WORKER PARTICIPATION IN MANAGEMENT
  - Employee Participation in Job Structuring ... [illegible]
  - Employee Participation in Pay Plan Development ... [illegible]
  - Management/Worker Collaboration in Job Structuring ... [illegible]
  - Shared Decisionmaking in Prison Management ... [illegible]
  - Supplemental Uses of the Workplace ... [illegible]

WORKER PARTICIPATION IN MANPOWER PROGRAMS
  - Labor Union Response to National Manpower Policy ... [illegible]

Worker Productivity—See PRODUCTIVITY
WORKER TRAITS—See also JOB DESCRIPTION, JOB APPLICANTS
  - Dual Worker Married Couples ... [illegible]
  - Labor Market Inflation and Manpower Policy ... [illegible]
  - Measurement of Alienation Through Behavioral Rating Scales ... [illegible]

WORKER/JOB MATCHING
  - Mail Matching of Applicants and Jobs ... [illegible]

WORKER/JOB MATCHING—See also JOB MATCHING
  - Attitudes Regarding the Public Employment Service ... [illegible]
  - Evaluation of a Computerized Job Matching System ... [illegible]

WORKERS' COMPENSATION LAWS
  - Coal Miners Under Black Lung Law ... 5-006
  - Legislative and Administrative Changes on Workers' Compensation ... 6-229

WORKING CONDITIONS
  - Effectiveness in Work Roles ... 4-047
  - Supplemental Uses of the Workplace ... 5-044
  - Working Conditions, Wage Rates, and Human Capital ... 6-204

Working Poor—See POVERTY
Workshops—See CONFERENCES
Workweek—See WORK SCHEDULES
WTCP—See WORK INCENTIVE PROGRAM (WIN)
WYOMING
  - Manpower Institutional Grant (1974), University of Utah ... [illegible]

X

X-ray Technicians—See HEALTH MANPOWER

Y

Young Adults—See YOUTH
YOUNG MEN—See also YOUTH
  - Black/White Teenage Occupational Employment Determinants ... 6-054
  - Career Development ... 4-007
  - Career Thresholds ... 4-021C
  - Chicago Youth Development Project ... 6-226
  - College Men's Choice of Science Careers ... 6-036
  - Dynamic Analysis of Labor Force Behavior of Men and Youth ... 6-219
  - Early Career Alienation and Socioeconomic Attainment ... 6-061
  - Educational Attainment and Adult Status of Brothers ... 6-052
  - Job Search for Male Youth ... 6-037
  - Longitudinal Analysis of Occupational Mobility ... 4-006
  - Male Youth Job Search: A Biracial Analysis ... 6-071
  - National Longitudinal Surveys Clearinghouse ... 4-021E
  - National Longitudinal Surveys of Labor Force Behavior ... 4-021
  - Training Effects on Negro Occupational Aspirations ... 6-081
  - Vocational Training Choices of Young Males ... 6-174
  - Work Attitudes and Occupational Experience of Young Men ... [illegible]

YOUNG WOMEN—See also YOUTH
  - [illegible] Expectations and Work Experience ... [illegible]
  - Career Goals of Black College Women ... [illegible]
  - Occupational Enabling Services For Women ... [illegible]
  - [illegible] Program for Minority Girls ... [illegible]
  - In-School Employment Project for Young Black Teenage Girls ... [illegible]
  - In-School NYC [illegible] ... [illegible]
  - Longitudinal Analysis of Occupational Mobility ... [illegible]
  - National Longitudinal Surveys Clearinghouse ... [illegible]
  - National Longitudinal Surveys of Labor Force Behavior ... [illegible]
  - Women's Postgraduation Employment ... [illegible]
  - Years for Decision ... [illegible]
  - Youth in WIN ... [illegible]

YOUTH—(Projects dealing principally with this subject appear in Chapter 2.) See also YOUNG WOMEN, YOUNG MEN, TEENAGERS, YOUTH PROGRAMS, NEIGHBORHOOD YOUTH CORPS (NYC), JOB CORPS
  - Alternatives to Incarceration ... [illegible]
  - Assessment Measures for Youth Enrollees ... [illegible]
  - Bridges to Work for Young People ... [illegible]
  - Careers of Upward Bound Alumni ... [illegible]
  - Chicago Youth Development Project ... 6-226
  - Career Education in School-to-Work Transition ... [illegible]
  - Drug Abuse Prevention in Youth Resident Centers ... [illegible]
  - Educational and Occupational Mobility ... [illegible]
  - Evaluation of 1972 Summer Intern Program ... [illegible]
  - Experimental Manpower Laboratory: Disadvantaged Youth ... [illegible]
  - Getting and Keeping a Job: Puerto Ricans and Blacks ... [illegible]
  - In-School NYC Influence on Earnings Capacity ... 6-172
  - Manpower Economic Education ... 3-014
  - Model NYC Programs for Rural Youth ... 2-090
  - Model Rural Youth Projects for Southwest ... 2-098
  - Needs of Rural Youth in Southeast ... 2-099
  - Operation Young Adults: A Work Study Program ... 2-097
  - Preparation for Work ... 4-002R
  - Role Models, Occupational Knowledge: Adolescent Socialization ... 6-166
  - Supported Employment Demonstration Project ... 3-038
  - Supported Employment Planning in Atlanta ... 3-026
  - Supported Employment Planning in Boston ... 3-027
  - Supported Employment Planning in Detroit ... 3-028
  - Supported Employment Planning in Hartford ... 3-029
  - Supported Employment Planning in Jersey City ... 3-030
  - Supported Employment Planning in New Orleans ... 3-032
  - Supported Employment Planning in Newark ... 3-031
  - Supported Employment Planning in Oakland ... 3-033
  - Supported Employment Planning in Ohio ... 3-034
  - Supported Employment Planning in Portland ... 3-035
  - Supported Employment Planning in San Francisco ... 3-036
  - Supported Employment Planning in Utah ... 3-037

Survey and Analysis of In School NYC Programs 1-010
The Structure of Youth Labor Markets 6-179
Youth in the Labor Market: A Cross-Sectional Analysis 6-207
Youth Labor Market: International Variations 4-002P
YOUTH IN TRANSITION PROJECT
Work Attitudes and Occupational Experience of Young Men 4-053
YOUTH PROGRAMS—See also NEIGHBORHOOD YOUTH CORPS (NYC)
Developing a Model for Youth Education 3-005
Development of an Opportunity Program Manpower Information System 1-018
Effectiveness of Graham Associates Demonstration Project 2-100
In School Employment Project for Young Black Teenage Girls 2-039
In School NYC for Young Girls 2-092
Model NYC Programs for Rural Youth 2-090
Model Rural Youth Projects for Southwest 2-098
Needs of Rural Youth in Southeast 2-099
Operations Research to Monitor VEPS In School NYC Enrollees 2-096
Selected Out-of-School NYC Programs 2-093
Survey and Analysis of In-School NYC Programs 1-010
VEPS Program for In-School NYC Enrollees 2-085

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END